UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

ning@theurbanlawfirm.com

Date Filed

NSTRUCTIONS:	28-CA-1	84993	September 23, 2016	
ile an original with NLRB Regional Director for the region in whic	h the alleged unfair labor practice occurred o	or is occurring.		
	RAGAINST WHOM CHARGE IS BRO	DUGHT	No.	
a. Name of Employer Desert Springs Hospital Medical Center		D.	Tel. No. 864-699-1129	
Desert Springs Hospital Medical Center		G. (Cell No.	
			Cell No. 864-699-1129	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. F	ax No. 864-699-1101	
	A STATE OF THE STA	g. (e-Mail	
2075 East Flamingo Road	Thomas Keim, Esq.	tke	tkeim@fordharrison.com	
Las Vegas, NV 89119			Number of workers employed	
	Aller and the second		200+	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	 j. Identify principal product or service Medical Treatment and Service 			
k. The above-named employer has engaged in and is engag	ing in unfair labor practices within the mea	ning of section 8(a	a), subsections (1) and (list	
subsections) (5)	of the N	ational Labor Rela	tions Act, and these unfair labor	
practices are practices affecting commerce within the mea	ning of the Act, or these unfair labor pract			
within the meaning of the Act and the Postal Reorganization. 2. Basis of the Charge (set forth a clear and concise statement)				
bargaining unit employees. Despite the union's re the employer instead chose to unilaterally make More specifically, the employer has ceased union violation of authorizations signed by those emplo in the exercise of their rights available under the	its changes and offered to bargain in dues check offs from employees byees. By these acts, the employe	n after making s' payroll as of	the unilateral changes. September 23, 2016 in	
Full name of party filing charge (if labor organization, give Service Employees International Union, Local 11			I No.	
4a. Address (Street and number, city, state, and ZIP code) 3785 East Sunset Road, Suite 1		46. 16	^{I, No.} 702-386-8849	
Las Vegas, NV 89120		4c. Ce	ll No.	
200 70900, 117 00 120		4d. Fa	ax No.	
		4e. e-N	Mail	
		1,300		
5. Full name of national or international labor organization o organization) Service Employees International Unio	f which it is an affiliate or constituent unit (to be filled in when	n charge is filed by a labor	
6. DECLARATI I declare that I have read the above charge and that the statement	ON	Tel. N	o. 702-968-8087	
A COUNTY WHO I HAVE A COUNTY OF THE WHOLE A COUNTY OF THE WHOLE AND A	and the second string into mode and		W	
No state of the N	athan R. Ring, Esq., Attorney for	SEIU Office,	if any, Cell No.	
(signature of representative or person making charge)	(Print/type name and title or office, if any)		°. 702-968-8088	
	California del Maria	e-Mail		
	9/23/16	- 1100		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

(date)

Address 4270 S. Decatur Blvd., Suite A-9, Las Vegas, NV 89103

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case Date Filed

28-CA-185013

September 23, 2016

1, EMPLOYE	R AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No. 864-699-1129	
Valley Hospital Medical Center			
		c. Cell No. 864-699-1129	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No. 864-699-1101	
tation of all the state of the	Thomas Kaim Eag	g. e-Mail	
620 Shadow Lane Las Vegas, NV 89106	Thomas Keim, Esq.	tkeim@fordharrison.com	
Las vegas, IVV 09100		h. Number of workers employed 200+	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Treatment and Services		
k. The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of s	ection 8(a), subsections (1) and (fist	
subsections) (5)		abor Relations Act, and these unfair labor	
practices are practices affecting commerce within the me within the meaning of the Act and the Postal Reorganizat		unfair practices affecting commerce	
2. Basis of the Charge (set forth a clear and concise statem	nent of the facts constituting the alleged unfair labor	practices)	
Within the past six months, the employer has ex	secuted a unilateral change in the terms a	nd conditions of employment of its	
bargaining unit employees, Despite the union's i	그들은 아니아 있는 것이 하는 이번 사이를 받았다. 그는 사람들이 얼마나 되는 것이 없는 것이 없는 것이 없는 것이 없다.		
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More specifically, the employer has ceased unio	in duas shook offs from ampleuses' source	ill as of September 23, 2016 in	
more specimenty, the employer has ceased unio	in dues check ons from employees payro	an do or copialities Lot Zo to in	
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violation of authorizations signed by those emploin the exercise of their rights available under the 3. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 14. Address (Street and number, city, state, and ZIP code)	e full name, including local name and number)	estrained and coerced employees	
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violation of authorizations signed by those emploin the exercise of their rights available under the 3. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 14a. Address (Street and number, city, state, and ZIP code) 3785 East Sunset Road, Suite 1	e full name, including local name and number)	estrained and coerced employees 4b. Tel. No. 702-386-8849	
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violation of authorizations signed by those emploin the exercise of their rights available under the 3. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 14a. Address (Street and number, city, state, and ZIP code) 3785 East Sunset Road, Suite 1 Las Vegas, NV 89120	oyees By these acts, the employer has re Act. e full name, including local name and number) 107, CTW, CLC	4b. Tel. No. 702-386-8849 4c. Cell No. 4d. Fax No. 4e. e-Mail	
violation of authorizations signed by those emploin the exercise of their rights available under the 3. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 1.4a. Address (Street and number, city, state, and ZIP code) 3785 East Sunset Road, Suite 1	oyees By these acts, the employer has re Act. e full name, including local name and number) 107, CTW, CLC	4b. Tel. No. 702-386-8849 4c. Cell No. 4d. Fax No. 4e. e-Mail	
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violation of authorizations signed by those employin the exercise of their rights available under the signed by those employers. The service Employees International Union, Local 1 a. Address (Street and number, city, state, and ZIP code) 3785 East Sunset Road, Suite 1 as Vegas, NV 89120 5. Full name of national or international labor organization or organization) Service Employees International Union	oyees By these acts, the employer has re Act. e full name, including local name and number) 107, CTW, CLC of which it is an affiliate or constituent unit (to be fille ion	4b. Tel. No. 702-386-8849 4c. Cell No. 4d. Fax No. 4e. e-Mail	
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violation of authorizations signed by those emploin the exercise of their rights available under the signed and the exercise of their rights available under the signed available under	e full name, including local name and number) 107, CTW, CLC of which it is an affiliate or constituent unit (to be filled ion) TION ents are true to the best of my knowledge and belief.	4b. Tel. No. 702-386-8849 4c. Cell No. 4d. Fax No. 4e. e-Mail Tel. No. 702-968-8087	
violation of authorizations signed by those employin the exercise of their rights available under the signed and the exercise of their rights available under the signed are signed as a valuable under the signed are signed as valuable under the sign	e full name, including local name and number) 107, CTW, CLC of which it is an affiliate or constituent unit (to be fille ion 10N ents are true to the best of my knowledge and belief. lathan R. Ring, Esq., Attorney for SEIU (Print/type name and title or office, if any)	4b. Tel. No. 702-386-8849 4c. Cell No. 4d. Fax No. 4e. e-Mail Tel. No. 702-968-8087 Office, if any, Cell No.	
violation of authorizations signed by those emploin the exercise of their rights available under the 3. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 1.4a. Address (Street and number, city, state, and ZIP code) 3785 East Sunset Road, Suite 1.4as Vegas, NV 89120 5. Full name of national or international labor organization organization) Service Employees International Union (S. DECLARAT) I declare that I have read the above charge and that the statem by Mathematical Union (S. DECLARAT) (S. DECLARA	e full name, including local name and number) 107, CTW, CLC of which it is an affiliate or constituent unit (to be filled ion) TON lents are true to the best of my knowledge and belief. lathan R. Ring, Esq., Attorney for SEIU (PrinVtype name and title or office, if any) 9/23/16	4b. Tel. No. 702-386-8849 4c. Cell No. 4d. Fax No. 4e. e-Mail Tel. No. 702-968-8087 Office, if any, Cell No. Fax No. 702-968-8088	

PRIVACY ACT STATEMENT

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRIT	E IN THIS SPACE
Case	Date Filed
28-CA-189709	December 22, 2016

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. Desert Springs Hospital Medical Center (702)369-7736 c. Cell No. d. Address (street, city, state ZIP code) e. Employer Representative f. Fax No. 2075 E Flamingo Rd, Las Vegas, NV Wayne Cassard 89119-5121 HR System Director q. e-Mail wayne.cassard@uhsinc.com h. Dispute Location (City and State) Las Vegas, NV i. Type of Establishment (factory, nursing home, . Principal Product or Service k. Number of workers at dispute location hotel) Medical Treatment Hospital 1000 The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named Employer unilaterally changed terms and conditions of employment for its employees by making a new rule requiring Employer approval before posting items to Union bulletin boards, removing postings from Union bulletin boards, and requiring employees to remove Union wristbands. By these and other acts, the above-named Employer has restrained and coerced its employees in the exercise of rights guaranteed to them under Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employee International Union Local 1107 4a. Address (street and number, city, state, and ZIP code) 4b. Tel. No. 2250 S Rancho Dr. Ste 165, Las Vegas, NV 89102-4456 (702)423-3820 4c Cell No. 4d. Fax No. (702)386-4883 4e. e-Mail byarwood@seiunv.org 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

the statements are true to the best of	Tel. No. (702)423-3820	
Bruce Allen Yarwood Contract Representative	Office, if any, Cell No.	
Print Name and Title	Fax No. (702)386-4883 e-Mail byarwood@seiuny.ord	
	Bruce Allen Yarwood Contract Representative	Bruce Allen Yarwood Contract Representative Print Name and Title Representative Fax No. (702)386-4883

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE. TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE
Case Date Filed

28-CA-189709 January 6, 2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. Desert Springs Hospital Medical Center (702)369-7736 c. Cell No. d. Address (street, city, state ZIP code) e. Employer Representative f. Fax No. 2075 E Flamingo Rd, Las Vegas, NV Thomas H. Keim, Jr. g. e-Mail 89119-5121 Attorney at Law tkeim@fordharrison.com h. Dispute Location (City and State) Las Vegas, NV i. Type of Establishment (factory, nursing home, j. Principal Product or Service k. Number of workers at dispute location hotel) Hospital Medical Treatment I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named Employer unilaterally changed terms and conditions of employment for its employees by making a new rule requiring Employer approval before posting items to Union bulletin boards and removing postings from Union bulletin boards. By these and other acts, the above-named Employer has restrained and coerced its employees in the exercise of rights guaranteed to them under Section 7 of the Act.

Service Employee International Union Local 1107 4a. Address (street and number, city, state, and ZIP code) 2250 S Rancho Dr., Ste 165, Las Vegas, NV 89102-4456	4b. Tel. No. (702)423-3820
ASSESSED FOR ALL CONTROL OF THE STATE OF THE	4c. Cell No.
	4d. Fax No. (702)386-4883
	4e, e-Mail byarwood@seiunv.org
organization)	
DECLARATION I declare that I have read the above charge and that the statements are true to the best	Tel. No. (702)423-3820
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best my knowledge and belief. By: By: Bruce Allen Yarwood Con Representative	office, if any, Cell No.
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best my knowledge and belief. Bruce Allen Yarwood Cor	office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM EXEMPT UND	DER 44 U.S.C	3512
		_

Case Do NOT WRITE IN THIS SPACE

28-CA-189709 December 1.2, 2016

Tel. No.

Fax No.

e-Mail

(702) 423-3820

(702) 386-4883

byarwood@seiunv.org

Office, if any, Cell No.

INSTRUCTIONS:

Service Employee International Union

2250 S Rancho Dr Ste 165

Address Las Vegas NV 89102-4456

(signature of representative or person making charge)

Bruce A Yarwood

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT b. Tel. No. a. Name of Employer (702) 369-7736 Desert Springs Hospital Medical Center c. Cell No. f. Fax No. d. Address (Street, city, state, and ZIP code) e. Employer Representative g. e-Mail 2075 E Flamingo Rd Wayne Cassard wayne.cassard@uhsinc.com NV Las Vegas 89119-5121 **HR System Director** h. Number of workers employed 1000 i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Healthcare Hospital k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) (1) Within the previous six months, the Employer unlawfully dominated or controlled the operations of a labor organization. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Brucee Allen Yarwood Title: Contract Representative Service Employee International Union Local 1107 4b. Tel. No. 4a. Address (Street and number, city, state, and ZIP code) (702) 423-3820 4c. Cell No. 2250 S Rancho Dr Ste 165 NV Las Vegas 89102-4456 4d. Fax No. (702) 386-4883 4e. e-Mail byarwood@seiunv.org 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Brucee Allen Yarwood

(Print/type name and title or office, if any)

12/12/2016 16:27:46

(date)

Title: Contract Representative

DECLARATION
 I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Basis of the Charge

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Within the previous six months, the Employer unlawfully dominated or controlled the operations of a labor organization.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE
Case Date Filed

28-CA-189730 January 6, 2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. Valley Hospital Medical Center (702)369-7736 c. Cell No. d. Address (street, city, state ZIP code) e. Employer Representative f. Fax No. Thomas H. Keim, Jr. (702)369-7818 620 Shadow Lane, Las Vegas, NV 89106-4194 Attorney at Law g. e-Mail tkeim@fordharrison.com h. Dispute Location (City and State) Las Vegas, NV I. Type of Establishment (factory, nursing home, J. Principal Product or Service k. Number of workers at dispute location hotel) Hospital Medical Treatment 1000

I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Within the past six months, the above-named Employer unilaterally changed terms and conditions of employment for its employees by making a new rule requiring Employer approval before posting items to Union bulletin boards and removing postings from Union bulletin boards.

By these and other acts, the above-named Employer has restrained and coerced its employees in the exercise of rights guaranteed to them under Section 7 of the Act.

 Full name of party filing charge (if labor organization, give Service Employee International Union Local 1 		er)
4a. Address (street and number, city, state, and ZIP code) 2250 South Rancho Drive, Suite 165, Las Veg		4b. Tel. No. (702)423-3820
	-0.00	4c. Cell No.
		4d. Fax No. (702)386-4883
		4e. e-Mail byarwood@seiunv.org
DECLARATION I declare that I have read the above charge and that the	e statements are true to the best of	Tel. No. (702)423-3820
my knowledge and belief.		
By: Ruey	Bruce Allen Yarwood Contract Representative	Office, if any, Cell No.
(signature of representative or person making charge)	Print Name and Title	Fax No. (702)386-4883
Address: 2256 South Rancho Drive, Suite 165, Las Vegas, NV 89102-4456	Date: 1/6/17	e-Mail byarwood@seiunv.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDE	R 44 U	SC	3512
The San	1207	-	-

DO NOT WRITE IN THIS SPACE

Case Date Filed

December 12, 2016

	ER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (702) 369-7736
Valley Hospital Medical Center		
41		c. Cell No.
		f. Fax No. (702) 369-7818
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
620 Shadow Ln	Wayne Cassard	g. e-Mail
NV Las Vegas 89106-4194	HR System Director	wayne.cassard@uhsinc.com
		h. Number of workers employed 1000
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Healthcare	Hospital	
k. The above-named employer has engaged in and is engaged	aging in unfair labor practices within the meaning of s	section 8(a), subsections (1) and (list
subsections) 2	of the National La	abor Relations Act, and these unfair labor
practices are practices affecting commerce within the m within the meaning of the Act and the Postal Reorganiza		unfair practices affecting commerce
2. Basis of the Charge (set forth a clear and concise state)	ment of the facts constituting the alleged unfair labor	practices)
(1) Within the previous six months, the	Employer unlawfully dominated or	controlled the operations of a
labor organization.		
2. Cull saws of each files above (if labor accomination of	us full same including local name and sumber!	*
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Bruce Allen Yarwood Title:	Contract Representative	4b. Tel. No. (702) 423-3820
Bruce Allen Yarwood Title: Service Employee International Union Local 1107	Contract Representative	(702) 423-3820
Bruce Allen Yarwood Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165	Contract Representative	4b. Tel. No. (702) 423-3820 4c. Cell No.
Bruce Allen Yarwood Title: Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code)	Contract Representative	(702) 423-3820
Bruce Allen Yarwood Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165	Contract Representative	(702) 423-3820 4c. Cell No. 4d. Fax No. (702) 386-8849
Bruce Allen Yarwood Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165	Contract Representative	(702) 423-3820 4c. Cell No.
Bruce Allen Yarwood Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 NV Las Vegas 89102-4456	Contract Representative	(702) 423-3820 4c. Cell No. 4d. Fax No. (702) 386-8849 4e. e-Mail byarwood@seiunv.org
Bruce Allen Yarwood Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165	Contract Representative	(702) 423-3820 4c. Cell No. 4d. Fax No. (702) 386-8849 4e. e-Mail byarwood@seiunv.org
Bruce Allen Yarwood Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 NV Las Vegas 89102-4456 5. Full name of national or international labor organization	Contract Representative	(702) 423-3820 4c. Cell No. 4d. Fax No. (702) 386-8849 4e. e-Mail byarwood@seiunv.org
Bruce Allen Yarwood Title: Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 NV Las Vegas 89102-4456 5. Full name of national or international labor organization organization) Service Employee International Union 6. DECLARA	Contract Representative of which it is an affiliate or constituent unit (to be fille	(702) 423-3820 4c. Cell No. 4d. Fax No. (702) 386-8849 4e. e-Mail byarwood@seiunv.org
Bruce Allen Yarwood Title: Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 NV Las Vegas 89102-4456 5. Full name of national or international labor organization organization) Service Employee International Union	Contract Representative of which it is an affiliate or constituent unit (to be fille	4c. Cell No. 4d. Fax No. (702) 386-8849 4e. e-Mail byarwood@seiunv.org
Bruce Allen Yarwood Title: Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 NV Las Vegas 89102-4456 5. Full name of national or international labor organization organization) Service Employee International Union 6. DECLARA I declare that I have read the above charge and that the states	Contract Representative of which it is an affiliate or constituent unit (to be filled). TION ments are true to the best of my knowledge and belief. Bruce Allen Yarwood	4c. Cell No. 4d. Fax No. (702) 386-8849 4e. e-Mail byarwood@seiunv.org ad in when charge is filed by a labor Tel. No.
Bruce Allen Yarwood Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 NV Las Vegas 89102-4456 5. Full name of national or international labor organization organization) Service Employee International Union 6. DECLARA I declare that I have read the above charge and that the states Bruce A. Yarwood	Contract Representative of which it is an affiliate or constituent unit (to be filled) ATION ments are true to the best of my knowledge and belief. Bruce Allen Yarwood Title: Contract Representative	(702) 423-3820 4c. Cell No. 4d. Fax No. (702) 386-8849 4e. e-Mail byarwood@seiunv.org ed in when charge is filed by a labor Tel. No. (702) 423-3820
Bruce Allen Yarwood Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 NV Las Vegas 89102-4456 5. Full name of national or international labor organization organization) Service Employee International Union 6. DECLARA I declare that I have read the above charge and that the states	Contract Representative of which it is an affiliate or constituent unit (to be filled). TION ments are true to the best of my knowledge and belief. Bruce Allen Yarwood	(702) 423-3820 4c. Cell No. 4d. Fax No. (702) 386-8849 4e. e-Mail byarwood@seiunv.org ed in when charge is filed by a labor Tel. No. (702) 423-3820
Bruce Allen Yarwood Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 NV Las Vegas 89102-4456 5. Full name of national or international labor organization organization) Service Employee International Union 6. DECLARA I declare that I have read the above charge and that the states By Bruce A. Yarwood (signature of representative or person making charge)	Contract Representative of which it is an affiliate or constituent unit (to be filled) ATION ments are true to the best of my knowledge and belief. Bruce Allen Yarwood Title: Contract Representative	4c. Cell No. 4d. Fax No. (702) 386-8849 4e. e-Mail byarwood@seiunv.org ad in when charge is filed by a labor Tel. No. (702) 423-3820 Office, if any, Cell No.
Bruce Allen Yarwood Service Employee International Union Local 1107 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 NV Las Vegas 89102-4456 5. Full name of national or international labor organization organization) Service Employee International Union 6. DECLARA I declare that I have read the above charge and that the states Bruce A. Yarwood	Contract Representative of which it is an affiliate or constituent unit (to be filled) ATION ments are true to the best of my knowledge and belief. Bruce Allen Yarwood Title: Contract Representative	(702) 423-3820 4c. Cell No. 4d. Fax No. (702) 386-8849 4e. e-Mail byarwood@seiunv.org ad in when charge is filed by a labor Tel. No. (702) 423-3820 Office, if any, Cell No. Fax No. (702) 386-8849

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Basis of the Charge

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Within the previous six months, the Employer unlawfully dominated or controlled the operations of a labor organization.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-189730	December 22, 2016	

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT b. Tel. No. a. Name of Employer Valley Hospital Medical Center (702)369-7736 c. Cell No. d. Address (street, city, state ZIP code) e. Employer Representative f. Fax No. Wayne Cassard 620 Shadow Ln Las Vegas NV 89106 HR System Director g. e-Mail wayne.cassard@uhsinc.com h. Dispute Location (City and State) Las Vegas, NV i. Type of Establishment (factory, nursing home, j. Principal Product or Service k. Number of workers at dispute location hotel) 1000 Hospital Medical Treatment

I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Within the past six months, the above-named Employer unilaterally changed terms and conditions of employment for its employees by making a new rule requiring Employer approval before posting items to Union bulletin boards, removing postings from Union bulletin boards, and requiring employees to remove Union wristbands.

By these and other acts, the above-named Employer has restrained and coerced its employees in the exercise of rights guaranteed to them under Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
Service Employee International Union Local 1	107	
4a. Address (street and number, city, state, and ZIP code)		4b. Tel. No.
2250 S Rancho Dr, Ste 165, Las Vegas, NV 8	9102-4456	(702)423-3820
		4c. Cell No.
		4d. Fax No.
		(702)386-4883
		4e. e-Mail
		byarwood@seiunv.org
5. Full name of national or international labor organization o	f which it is an affiliate or constituent unit (to	o be filled in when charge is filed by a labor
organization)		
6. DECLARATION		Tel. No.
I declare that I have read the above charge and that the	ne statements are true to the best of	(702)423-3820
my knowledge and belief.		,
		Office, if any, Cell No.
_	Bruce Allen Yarwood Contract	
By:	Representative	
(signature of representative or person making charge)	Print Name and Title	Fax No.
		(702)386-4883
Address: 2250 S Rancho Dr, Ste 165, Las	Date:	e-Mail
Vegas, NV 89102-4456		byarwood@seiunv.org
3,		<u> </u>

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 28-CA-192354	Date Filed February 2, 2017	

TRUCTIONS.

	R AGAINST WHOM CHARGE IS BROUGHT	1, -,,,
a. Name of Employer		b. Tel. No. (702) 369-7736
Valley Hospital Medical Center		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No. (702) 369-7818
620 Shadow Lane Las Vegas, NV 89106	Wayne Cassard HR System Director	g. e-Mail wayne.cassard@uhsinc.com
		h. Number of workers employed 1,000
. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	
k. The above-named employer has engaged in and is engage subsections) (5) practices are practices affecting commerce within the mea	of the National Le	abor Relations Act, and these unfair labor
within the meaning of the Act and the Postal Reorganization. Basis of the Charge (set forth a clear and concise statement)	The second secon	
restrained and coerced employees in the exercis	생물이 살아보다 사람들이 이 아름이 살아왔다면 살아 가장이 하고 있다면 하고 있다면 하다.	
 Full name of party filing charge (if labor organization, give 		ntatives.
 Full name of party filing charge (if labor organization, give Service Employees International Union, Local 1 	full name, including local name and numberj	
3. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 11 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165	full name, including local name and numberj	
3. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 11 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165	full name, including local name and numberj	^{4b. Tel. No.} 702-920-5900
3. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 11 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165	full name, including local name and numberj	4b. Tel. No. 702-920-5900 4c. Cell No.
3. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 174a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456	full name, including local name and number) 107 If which it is an affiliate or constituent unit (to be fille	4b. Tel. No. 702-920-5900 4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail
3. Full name of party filing charge (if labor organization, given Service Employees International Union, Local 17 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456	full name, including local name and number) 107 If which it is an affiliate or constituent unit (to be fille)	4b. Tel. No. 702-920-5900 4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail
3. Full name of party filing charge (if labor organization, given Service Employees International Union, Local 17 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456 5. Full name of national or international labor organization organization) Service Employees International Union 1 declare that I have read the above charge and that the statement	full name, including local name and number) 107 If which it is an affiliate or constituent unit (to be fille)	4b. Tel. No. 702-920-5900 4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail
3. Full name of party filing charge (if labor organization, given Service Employees International Union, Local 17 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456 5. Full name of national or international labor organization organization) Service Employees International Union	full name, including local name and number) 107 If which it is an affiliate or constituent unit (to be fille) ION ants are true to the best of my knowledge and belief.	4b. Tel. No. 702-920-5900 4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail Tel. No. (626) 796-7555

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case Date Filed

28-CA-193581 February 21, 2017

(2-08)	CHARGE AGAINST EMPLOYER
INSTRUCTIONS	

. Name of Employer	R AGAINST WHOM CHARGE IS BROUGHT	b. Tel. No. (702) 369-7736	
/alley Hospital Medical Centér		(102) 309-1130	
relief, heapign medical earlier		c. Cell No.	
Address (Street, city, state, and ZIP code)	e, Employer Representative	f. Fax No. (702) 369-7818	
20 Shadow Lane	Wayne Cassard	g. e-Mail	
Las Vegas, NV 89106	HR System Director	wayne.cassard@uhsinc.com	
		h. Number of workers employed 1,000	
Type of Establishment (factory, mine, wholesaler, etc.)	I. Identify principal product or service Health care	1,000	
The above-named employer has engaged in and is enga	ging in unfair labor practices within the meaning of se	action 8(a), subsections (1) and (list	
subsections; (5)	of the National La	abor Relations Act, and these unfair labor	
practices are practices affecting commerce within the me within the meaning of the Act and the Postal Reorganiza		unfair practices affecting commerce	
Basis of the Charge (set forth a clear and concise statem	nent of the facts constituting the alleged unfair labor p	oractices)	
vithdrawing recognition from the incumbent un		ajority of employees in the	
Full name of party filing charge (if labor organization, given service Employees International Union, Local	ve (ull name, including local name and number) 1107		
Full name of party filing charge (if labor organization, givervice Employees International Union, Local	ve (ull name, including local name and number) 1107	4b. Tel. No. 702-920-5900	
Full name of party filing charge (if labor organization, givervice Employees International Union, Local a. Address (Street and number, city, state, and ZIP code)	ve (ull name, including local name and number) 1107	4b. Tel. No. 702-920-5900 4c. Cell No.	
Full name of party filing charge (if labor organization, given service Employees International Union, Local a. Address (Streer and number, city, state, and ZIP code) 250 S. Rancho Dr. Suite 165	ve (ull name, including local name and number) 1107	702-920-3900	
Full name of party filing charge (if labor organization, given service Employees International Union, Local a. Address (Streer and number, city, state, and ZIP code) 250 S. Rancho Dr. Suite 165	ve (ull name, including local name and number) 1107	4c. Cell No.	
Full name of party filing charge (if labor organization, gingle envice Employees International Union, Local and Address (Street and number, city, state, and ZIP code) (250 S. Rancho Dr. Suite 165 as Vegas, NV 89102-4456) Full name of national or international labor organization (rganization) Service Employees International Unions	ve full name, including local name and number) 1107 of which it is an affiliate or constituent unit (to be fille	4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail d in when charge is filed by a labor Tet. No.	
Full name of party filing charge (if labor organization, given the property filing charge (if labor organization, given the party filing charge (if labor organization, given the party filing charge (if labor organization, given the party filing charge (if labor organization) and party filing charge (if labor organiza	ve full name, including local name and number) 1107 of which it is an affiliate or constituent unit (to be fille	4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail d in when charge is filed by a labor Tel. No. (626) 796-7555	
Full name of party filing charge (if labor organization, given service Employees International Union, Local and Address (Street and number, city, state, and ZIP code) 250 S. Rancho Dr. Suite 165 as Vegas, NV 89102-4456 Full name of national or international labor organization (signalization) Service Employees International Utility (see Employees International Utility) Service Employees International Utility (see Employees International Utility)	ve full name, including local name and number) 1107 of which it is an affiliate or constituent unit (to be fille	4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail d in when charge is filed by a labor Tel. No.	
Full name of party filing charge (if labor organization, givervice Employees International Union, Local a. Address (Street and number, city, state, and ZIP code). 250 S. Rancho Dr. Suite 165 as Vegas, NV 89102-4456 Full name of national or international labor organization (rganization). Service Employees International Union (Service Employees International Union).	ve full name, including local name and number) 1107 of which it is an affiliate or constituent unit (to be fille nion TION nents are true to the best of my knowledge and belief.	4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail d in when charge is filed by a labor Tel. No. (626) 796-7555	
Full name of party filing charge (if labor organization, givervice Employees International Union, Local and Address (Street and number, city, state, and ZIP code) 250 S. Rancho Dr. Suite 165 as Vegas, NV 89102-4456 Full name of national or international labor organization repartization) Service Employees International Union (Service Employees International Union, Local (Service Employees International Union, Local (Service Employees International Union, Local (Service Employees) (Service Employees International Union, Local (Service Employees)	of which it is an affiliate or constituent unit (to be fille nion TION nents are true to the best of my knowledge and belief.	4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail d in when charge is filed by a labor Tel. No. (626) 796-7555 Office, if any, Cell No.	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-194185	March 2, 2017

INSTRUCTIONS: File an original with NLRB Regional Director for the region in whic	20 011 17 110	17taren 2, 2017
1. EMPLOYER	R AGAINST WHOM CHARGE IS BROUGHT	imng.
a. Name of Employer		b. Tel. No. (702) 369-7736
Valley Hospital Medical Center		(1.02) 000 1100
A TOP OF THE PARTY		c. Cell No.
d. Address (Street: city, state, and ZIP code)	e. Employer Representative	f. Fax No. (702) 369-7818
620 Shadow Lane	Wayne Cassard HR System Director	g. e-Mail
Las Vegas, NV 89106		wayne.cassard@uhsinc.com
		h. Number of workers employed 1,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	Identify principal product or service Health care	
k. The above-named employer has engaged in and is engag	ing in unfair labor practices within the meaning of s	section 8(s), subsections (1) and (list
subsections) (5)		abor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea within the meaning of the Act and the Postal Reorganization	보이지 아들 다른 아름다는 이 이번 이상으로 아이들이 되었다면 하지만 하지만 하는 때문에 다른 사람이 되었다면 하지만 하다.	unfair practices affecting commerce
Basis of the Charge (set forth a clear and concise statement		practices)
Within the past six months, the employer, by and		at the control of the
restrained and coerced employees in the exercis		맞아프라 10.0 14명의 (14일) 12.1 12.1 12.1 12.1 12.1 12.1 12.1 12.
refusing or otherwise failing to provide the chargi	ing party with necessary and relevant inf	ormation - the names and contact
information of bargaining unit employees - in a re	easonably prompt manner.	
Full name of party filing charge (if labor organization, give	full name, including local name and number)	
Service Employees International Union, Local 11	07	
4a. Address (Street and number, city, state, and ZIP codo)		4b. Tel. No. 702-920-5900
2250 S. Rancho Dr., Suite 165.		4c. Cell No.
Las Vegas, NV 89102-4456		4d. Fax No. 702-386-4883
		4e. e-Mail
Full name of national or international labor organization of organization) Service Employees International Unit		ed in when charge is filed by a labor
6. DECLARATI	ON	
I declare that I have read the above charge and that the stateme	I declare that I have reed the above charge and that the statements are true to the best of my knowledge and belief.	
	ins are also to are cost of the mismosge and believe	Tel. No. (626) 796-7555
(signature of representative or person making charge)		Tel. No. (626) 796-7555 Office, if any, Cell No.
	Jonathan Cohen (Print/type name and title or office, if any)	(626) 796-7555 Office, if any, Cell No.
Delbara Carell & Carrantes	Jonathan Cohen (Print/type name and title or office, if any)	(626) 796-7555
Rothner, Segall & Greenstone Address 510 South Marengo Avenue, Pasadena,	Jonathan Cohen (Print/type name and title or office, if any). 3/2/17	(626) 796-7555 Office, if any, Cell No. Fax No. (626) 577-0124

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

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FORM EXEMPT UNDER 44 U.S.C 3512

Case
28-CA-194194
Do NOT WRITE IN THIS SPACE
Date Filed
March 2, 2017

CHARGE AGAINST EINFEC	28-CA-1	94194	March 2, 2017
NSTRUCTIONS: Tile an original with NLRB Regional Director for the region in which	the state of the s	To sweet	6, -,-
	AGAINST WHOM CHARGE IS BROUG		
a. Name of Employer			el. No. (702) 369-7736
Valley Hospital Medical Center			
		c. C	ell No.
		f. F	IX No. (702) 260 7949
d. Address (Street, city, state, and ZIP code)	e. Employer Representative		(702) 369-7818
620 Shadow Lane	Wayne Cassard	ģ. e	-Mail
Las Vegas, NV 89106	HR System Director	wa	ne.cassard@uhsinc.com
		1 h. N	umber of workers employed 1,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	Identify principal product or service Healthcare		
k. The above-named employer has engaged in and is engagin	ng in unfair labor practices within the meaning	of section 8(a), subsections (1) and (list
subsections) (5)			ons Act, and these unfair labor
practices are practices affecting commerce within the mean			
within the meaning of the Act and the Postal Reorganization		are propriete	NACON COLOR SELECTION CONTRACTOR
2. Basis of the Charge (set forth a clear and concise stateme.	nt of the facts constituting the alleged unfair la	bor practices)	
Within the past six months, the employer, by and	through its managers, supervisors a	nd agents	nas interfered with.
restrained and coerced employees in the exercise			
이렇지 않았다. 장이에 가는 맛이 그렇게 내려가 있습니다. 아니라 맛이 되고 있는 것이 없는 것이 없는데 하는데 없다면 하는데 없다면 없다.	뉴트 - March - Colon - March - 트립트 Transfer - March - M		abbi Relations Act by
unilaterally changing bargaining unit members' w	ages, a mandatory subject of bargain	iing.	
3. Full name of party filing charge (if labor organization, give	full name, including local name and number)		
Service Employees International Union, Local 11	07	146 70	
4a. Address (Street and number, city, state, and ZIP code)		140. 18	
2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456		1000	No. 702-920-5900
		4c. Cell	702-920-5900
		4c. Cell	702-920-5900 No.
		4c. Cell	No. 702-386-4883
5. Full name of parianal or international labor organization of		4c. Cell	No. 702-386-4883
	which it is an affiliate or constituent unit (to bo	4c. Cell 4d. Fa 4e. e-M	No. No. 702-386-4883
organization) Contino Employees International Unio	which it is an affiliate or constituent unit (to be	4c. Cell 4d. Fa 4e. e-M	No. No. 702-386-4883
organization) Service Employees International Unio	which it is an affiliate or constituent unit (to be	4c. Cell 4d. Fa 4e. e-M	No. No. 702-386-4883
organization) Service Employees International Unio 6. DECLARATIO 1 declare that Lhave read the above charge and that the statement	on ON	4c. Cell 4d. Fa 4e. e-M filled in when	No. 702-386-4883 ail charge is filed by a labor
Service Employees International Unio	ON ols are true to the best of my knowledge and belief	4c. Cell 4d. Fa 4e. e-M filled in when	No. No. 702-386-4883 ail chargo is filed by a labor (626) 796-7555
Service Employees International Union 6. DECLARATION 1 declare that I have read the above charge and that the statement	on None of the best of my knowledge and belief Jonathan Cohen	4c. Cell 4d. Fa 4e. e-M filled in when	No. 702-386-4883 ail chargo is filed by a labor
Service Employees International Union 6. DECLARATION 1 declare that I have read the above charge and that the statement	ON ols are true to the best of my knowledge and belief	4c. Cell 4d. Fa 4e. e-M filled in when Tel. No	No. No. 702-386-4883 ail chargo is filed by a labor (626) 796-7555
Service Employees International Union 6. DECLARATIO 1 declare that I have read the above charge and that the statement By (signafure of representative or person making charge)	ON Note that the best of my knowledge and belief Jonathan Cohen (Print/type name and title or office, if any)	4c. Cell 4d. Fa 4e. e-M filled in when Tel. No	No. 702-386-4883 ail charge is filed by a labor (626) 796-7555 f any, Cell No.
Service Employees International Union 6. DECLARATIO 1 declare that I have read the above charge and that the statement	ON als are true to the best of my knowledge and belief Jonathan Cohen (Print/type name and title or office, if any) 3/2/17	4c. Cell 4d. Fa 4e. e-M filled in when Tel. No Office. Fax No	No. 702-386-4883 ail charge is filed by a labor (626) 796-7555 f any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. GODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 28-CA-194450	Date Filed March 7, 2017	

	R AGAINST WHOM CHARGE IS BROUGHT	16 +4 46
a. Name of Employer		b. Tel. No. (702) 369-7736
Valley Hospital Medical Center		c. Cell No.
Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No. (702) 369-7818
620 Shadow Lane Las Vegas, NV 89106	Wayne Cassard HR System Director	g. e-Mail wayne.cassard@uhsinc.com
		h. Number of workers employed 1,000
. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	
The above-named employer has engaged in and is engaged subsections)	of the National La	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea within the meaning of the Act and the Postal Reorganization	그리고 아프라이라는 어떻게 하고 있습니다. 아이를 하지만 하는 데 아이를 살아가 다른 것이다.	arian practices affecting commerce
interfering with union representatives' ability to p	se of their rights under Section 7 of the Na participate in new employee orientations.	
Full name of party filing charge (if labor organization, give	e full name, including local name and number)	
. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 1	e full name, including local name and number)	
Full name of party filing charge (if labor organization, give Service Employees International Union, Local 1 a. Address (Street and number, city, state, and ZIP code)	e full name, including local name and number)	4b. Tel. No. 702-920-5900
Full name of party filing charge (if labor organization, give Service Employees International Union, Local 1: a. Address (Street and number, city, state, and ZIP code)	e full name, including local name and number)	
S. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 1: la. Address (Street and number, city, state, and ZIP code)	e full name, including local name and number)	4b. Tel. No. 702-920-5900
E. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 1: la. Address (Street and number, city, state, and ZIP code)	e full name, including local name and number)	4b. Tel. No. 702-920-5900 4c. Cell No.
5. Full name of party filing charge (if labor organization, given Service Employees International Union, Local 1: la. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 as Vegas, NV 89102-4456	participate in new employee orientations. If full name, including local name and number) 107 Of which it is an affiliate or constituent unit (to be fille	4b. Tel. No. 702-920-5900 4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail
Service Employees International Union, Local 1sta. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 2as Vegas, NV 89102-4456	participate in new employee orientations. In the full name, including local name and number) of which it is an affiliate or constituent unit (to be filled)	4b. Tel. No. 702-920-5900 4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail
Service Employees International Union, Local 1 (ia. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 2as Vegas, NV 89102-4456 ii. Full name of national or international labor organization of organization) Service Employees International Union 1 declare that I have reed the above charge and that the statements	participate in new employee orientations. In the full name, including local name and number) of which it is an affiliate or constituent unit (to be filled)	4b. Tel. No. 702-920-5900 4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail If in when charge is filed by a labor
3. Full name of party filing charge (if labor organization, given Service Employees International Union, Local 1: 4a. Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456 5. Full name of national or international labor organization organization) Service Employees International Union Corganization)	participate in new employee orientations. In the full name, including local name and number) of which it is an affiliate or constituent unit (to be filled ion) TION ents are true to the best of my knowledge and belief.	4b. Tel. No. 702-920-5900 4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail d in when charge is filed by a labor Tel. No. (626) 796-7555

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Form NIRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case Date Filed

28-CA-194471 05/18/2017

	A TOTAL CONTRACTOR AND A STREET OF THE STREET		
File an original of this charge with NLRB Regional	Director in which the alleged unfair labor practice of	courred or is occurring	
1. EMPLOYER AGAINST WHOM CHARGE IS BROU Name of Employer Desert Springs Hospital Medical Center		b. Tal. No. (864) 699-1129 c. Cell No.	
a. Address (street, city, state ZIP code) FordHarrison LLP	e. Employer Representative	1. Fax No.	
100 Dunbar Street, Suite 300 Tom Keim, Attorney at Law Spartanburg, SC 29306		g. e-Mail tkeim@fordharrison.com	
		n. Dispute Location (City and State) Las Vegas, NV	
Type of Establishment (factory, nursing home, note)	j Principal Product or Service	k. Number of workers at dispute location	
Hospital	Health Care	1000	
the National Labor Relations Acr, and these unfair	d is engaging in unfair labor precises within the mer labor practices are practices affecting commerce where within the meaning of the Aix and the Postar I	whin the meaning of the Act, or these untain	
surveillance of union activity; unitateral permitted to communicate with employunion. By these and other acts the above Emguaranteed by Section 7 of the Act. 3. Full name of party filing charge (# labor organized)	g unlawful assistance to a decertification of the union's access rights decided the union's access rights decided to the union's access rights decided to the union's access rights decided to the union of the union	aling with where and how the union is employee communications with their ployees in the exercise of rights	
Service Employees International Union 4a Address (street and number, city, state, and Zi		Ab. Tet. No.	
2250 South Ranch Orive, Suite 165 Las Vegas, NV 89102-4456		(702) 920-5900 4c. Gell No.	
		4d, Fax No. (702) 369-7818 4c c-Mail	
5. Full name of national or international labor organization)	nizalion of which it is an affiliate or constituent unit i	to be filled in when charge is filed by a labor	
UECLARATION I declare that I have read the above charge a my knowledge and belief.	nd that the statements are true to the bost of	Tel, No. (626) 796-7555	
By Jonathan Cohun St.	Jonathan Cohen, Attorney at	Office, if any, Cell No.	
(signature of representative or person making o		Fax No. (626) 577-0124	
Address: Rothner, Segall, & Greenstone Date: 510 South Marengo Ave, Pasadena, CA May 18, 2017 91101-3115		jcohen@rsglabor.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PENISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE IS, SECTION 1901)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

1 OTH EXEM 1 010ET 44 0.0.0 0312		
DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-194471	03-07-2017	

a. Name of Employer Desert Springs Hospital Medical Center d. Address (Street, city, state, and ZIP code) 2075 E. Flamingo Rd. Las Vegas, NV 89119-5121 i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital k. The above-named employer has engaged in and is engaging in unfair subsections) practices are practices affecting commerce within the meaning of the within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the factory).	b. Tel. No. (702) 369-7736 c. Cell No. f. Fax No. (702) 369-7818 g. e-Mail wayne.cassard@uhsinc.com h. Number of workers employed 1,000 ntify principal product or service Ithcare of the National Labor Relations Act, and these unfair labor Act, or these unfair labor practices are unfair practices affecting commerce
a. Name of Employer Desert Springs Hospital Medical Center d. Address (Street, city, state, and ZIP code) 2075 E. Flamingo Rd. Las Vegas, NV 89119-5121 i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital k. The above-named employer has engaged in and is engaging in unfair subsections) practices are practices affecting commerce within the meaning of the within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the fail Within the past six months, the employer, by and through restrained and coerced employees in the exercise of their engaging in unlawful surveillance of union activities.	b. Tel. No. (702) 369-7736 c. Cell No. f. Fax No. (702) 369-7818 g. e-Mail wayne.cassard@uhsinc.com h. Number of workers employed 1,000 ntify principal product or service Ithcare relator practices within the meaning of section 8(a), subsections (1) and (list of the National Labor Relations Act, and these unfair labor Act, or these unfair labor practices are unfair practices affecting commerce acts constituting the alleged unfair labor practices) Its managers, supervisors and agents, has interfered with,
d. Address (Street, city, state, and ZIP code) 2075 E. Flamingo Rd. Las Vegas, NV 89119-5121 i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital k. The above-named employer has engaged in and is engaging in unfair subsections) practices are practices affecting commerce within the meaning of the within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the fail Within the past six months, the employer, by and through restrained and coerced employees in the exercise of their engaging in unlawful surveillance of union activities.	c. Cell No. f. Fax No. (702) 369-7818 g. e-Mail System Director wayne.cassard@uhsinc.com h. Number of workers employed 1,000 ntify principal product or service Ithcare relator practices within the meaning of section 8(a), subsections (1) and (list of the National Labor Relations Act, and these unfair labor Act, or these unfair labor practices are unfair practices affecting commerce exists constituting the alleged unfair labor practices) It its managers, supervisors and agents, has interfered with,
d. Address (Street, city, state, and ZIP code) 2075 E. Flamingo Rd. Las Vegas, NV 89119-5121 i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital k. The above-named employer has engaged in and is engaging in unfair subsections) practices are practices affecting commerce within the meaning of the within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the fat Within the past six months, the employer, by and through restrained and coerced employees in the exercise of their engaging in unlawful surveillance of union activities.	f. Fax No. (702) 369-7818 g. e-Mail wayne.cassard@uhsinc.com h. Number of workers employed 1,000 Intify principal product or service Ithcare of the National Labor Relations Act, and these unfair labor Act, or these unfair labor practices are unfair practices affecting commerce acts constituting the alleged unfair labor practices) Its managers, supervisors and agents, has interfered with,
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Within the past six months, the employer, by and through restrained and coerced employees in the exercise of their engaging in unlawful surveillance of union activities.	its managers, supervisors and agents, has interfered with,
restrained and coerced employees in the exercise of their engaging in unlawful surveillance of union activities.	[18] [18] [18] [18] [18] [18] [18] [18]
engaging in unlawful surveillance of union activities.	X. Tanada and the same of the
3. Full name of party filing charge (if labor organization, give full name	
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3 Full name of party filing charge (if labor organization give full name	
3. I dit trattic di party tiling charge in labor diganization, give ion monte,	including local name and number)
Service Employees International Union, Local 1107 4a. Address (Street and number, city, state, and ZIP code)	45. Tel. No. 702-920-5900
2250 S Rancho Dr Ste 165	
Las Vegas, NV 89102-4456	4c, Cell No.
Edo Vogasi III. vo i az alian	'4d. Fax No. 702-386-4883
	4e. e-Mail
5. Full name of national or international labor organization of which it is	an affiliate or constituent unit (to be filled in when charge is filed by a labor
organization) Service Employees International Union	
The state of the s	Tel. No.
6. DECLARATION I declare that the ve read the above charge and that the statements are true	(636) 706 7555
	Office, if any, Cell No.
By J	Jonathan Cohen
(signature of representative or person making charge) (Print/type	pe name and title or office, if any) Fax No. (626) 577-0124
	e-Mail
Rothner, Segall,& Greenstone	0.17147
Address 510 South Marengo Avenue, Pasadena, Californi	ia 91101-3115 (date) jcohen@rsglabor.com
Rothner, Segall & Greenstone	e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	FORM EXEMP1 UNDER 44 0.5.C 3312
DO NOT WE	RITE IN THIS SPACE
Case	Date Filed
28-CA-194790	March 14, 2017

INSTRUCTIONS-

	R AGAINST WHOM CHARGE IS BROUGHT	1/ +1/
a. Name of Employer		b. Tel. No. (702) 369-7736
Desert Springs Hospital Medical Center		c. Cell No.
	1 2 7 2 1 1 1	f. Fax No. (702) 369-7818
d. Address (Street, city, state, and ZIP code) 2075 E. Flamingo Rd.	e. Employer Representative Wayne Cassard	g. e-Mail
as Vegas, NV 89119-5121	HR System Director	wayne.cassard@uhsinc.com
ee di o emaa, teade taad		h. Number of workers employed 1,000
Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	
The above-named employer has engaged in and is engaged subsections) (5)		ection 8(a), subsections (1) and (list abor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea within the meaning of the Act and the Postal Reorganization	aning of the Act, or these unfair labor practices are u	
. Basis of the Charge (set forth a clear and concise stateme	ent of the facts constituting the alleged unfair labor	practices)
estrained and coerced employees in the exercis		and a series of the contraction
rom the union without evidence that an uncoerc represented by the union. Full name of party filing charge (if labor organization, give	e union continued to have majority supported majority of employees in the bargaining and majority of employees in the bargaining full name, including local name and number)	
rom the union without evidence that an uncoerce presented by the union. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 1	e union continued to have majority supported majority of employees in the bargaining and majority of employees in the bargaining full name, including local name and number)	ng unit no longer wished to be
rom the union without evidence that an uncoerce presented by the union. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 1 a. Address (Street and number, city, state, and ZIP code).	e union continued to have majority supported majority of employees in the bargaining and majority of employees in the bargaining full name, including local name and number)	
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rom the union without evidence that an uncoerce represented by the union. Full name of party filing charge (if labor organization, give Service Employees International Union, Local 17 a. Address (Street and number, city, state, and ZIP code) 250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456	e union continued to have majority supported majority of employees in the bargaining a full name, including local name and number)	4b. Tel. No. 702-920-5900 4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail
rom the union without evidence that an uncoerce epresented by the union. Full name of party filing charge (if labor organization, givence Employees International Union, Local 1.1 a. Address (Street and number, city, state, and ZIP code). 250 S Rancho Dr Ste 165. as Vegas, NV 89102-4456. Full name of national or international labor organization organization). Service Employees International Union.	e union continued to have majority supported majority of employees in the bargaining a full name, including local name and number) 107 of which it is an affiliate or constituent unit (to be filled ion)	4b. Tel. No. 702-920-5900 4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail
From the union without evidence that an uncoerce represented by the union. B. Full name of party filing charge (if labor organization, given Service Employees International Union, Local 1: Italian Address (Street and number, city, state, and ZIP code) 2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456 5. Full name of national or international labor organization of corganization) Service Employees International Union (Service Employees International Union) 1 declare that I have read the above charge and that the statement	e union continued to have majority supported majority of employees in the bargaining a full name, including local name and number) 107 of which it is an affiliate or constituent unit (to be filled ion)	4b. Tel. No. 702-920-5900 4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail
6. DECLARATI	e union continued to have majority supported majority of employees in the bargaining of full name, including local name and number) 107 of which it is an affiliate or constituent unit (to be filled ion) 10N ents are true to the best of my knowledge and belief.	4b. Tel. No. 702-920-5900 4c. Cell No. 4d. Fax No. 702-386-4883 4e. e-Mail Tel. No. (626) 796-7555

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER FORM EXEMPT UNDER 44 U.S.C \$612

DO NOT WRITE IN THIS SPACE

CHARGE AGAINST EMPL	OYER 28-CA-195	225 March 21 2017
STRUCTIONS:		
He an original with NLRS Regional Director for the region in which 1. EMPLOYER	the alleged unfair labor practice occurred of is DCC R AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (702) 369-7736
Desert Springs Hospital Medical Center		
		c. Cell No.
		f. Fax No. (702) 369-7818
d. Address (Street, city, state, and ZIP code) 2075 E. Flamingo Rd.	Employer Representative Wayne Cassard	
Las Vegas, NV 89119-5121	HR System Director	g. e-Mail
230 103201111 24 114 2 12	111.274.50 2.044.0	h. Number of workers employed
	i.	1,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	Identify principal product or service Healthcare	
k. The above-named employer has engaged in and is engag	ing in unfair labor practices within the meaning of	section 8(a), subsections (1) and (list
subsections) (5)		Labor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	ining of the Act, or these unfair labor practices are	
2. Basis of the Charge (set forth a clear and concise stateme		r practices)
[18] 18 - 18 - 18 - 18 - 18 - 18 - 18 - 1	일 경기에 가지는 경기 점점, 이 사람이 가지 않는데 그 사람이 되었다. 그 사람이 가지 않는데 얼마나 되었다.	
Within the past six months, the employer, by and	그 집에 있는 아무리를 하는 사람이 얼마나 이 모든 생물을 들어 먹는 사람이 되었다고 하는 것이 없다.	
restrained and coerced employees in the exercis	se of their rights under Section 7 of the N	National Labor Relations Act by
withdrawing recognition from the union (technica	I bargaining unit) when the union contin	ued to have majority support; and
by withdrawing recognition from the union withou		State of the Control
		or employees in the bargaring unit
no longer wished to be represented by the union		
	and the second s	
3. Full name of party filing charge (if labor organization, give	full name, including local name and number)	
Service Employees International Union, Local 1	107	
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No. 702-920-5900
2250 S Rancho Dr Ste 165		4c. Cell No.
Las Vegas, NV 89102-4456		4C. DEII NO.
		4d. Fex No. 702-386-4883
		4e. e-Mail
5. Full name of national printernational labor organization of	furtish it is an officiate or assettment unit //a ha fil	lad in when charge is filed by a labor
organization) Service Employees International Uni		ion with the British of a least
		Tel. No.
I declare that have read the above charge and that the statemen		101.110.
(XT	Among the most among the color of here	(628) 796-7555
By X)		
(signature of representative or person making charge)	Jonathan Cohen	(628) 796-7555 Office, if any, Cell No.
	Jonathan Cohen (Print/type name and title or office, if any)	
Pothner Senall & Grannstone	(Print/lype name and title or office, if any)	Office, if any, Cell No.
Rothner, Segall & Greenstone Address 510 South Marengo Avenue, Pasadena,	(Print/type name and title or office, if any) 3/21/17	Office, if any, Cell No. Fax No. (626) 577-0124

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

April 24, 2017

(702) 369-7818

INTERNET FORM NLRB-501 (2-DB)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

f. Fax No.

Case Date Filed

NSTRUCTIONS:	28-CA-197426
ile an original with NLRB Regional Director for the region in which the alleged unfa	ir labor practice occurred or is occurring.
1 EMPLOYER AGAINST W	HOM CHARGE IS BROUGHT

a. Name of Employer b. Tel. No. (702) 369-7736

Desert Springs Hospital Medical Center c. Cell No.

e. Employer Representative d. Address (Street, city, state, and ZIP code)

2075 E. Flamingo Rd. Wayne Cassard g e-Mail Las Vegas, NV 89119-5121 HR System Director

wayne.cassard@uhsinc.com h. Number of workers employed 1,000

i. Type of Establishment (factory, mine, wholesaler, etc.) J. Identify principal product or service Hospital Healthcare

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the employer, by and through its managers, supervisors and agents, has interfered with, restrained and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act by unilaterally changing bargaining unit members' wages, a mandatory subject of bargaining.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union, Local 1107

4a. Address (Street and number, city, state, and ZIP code)

2250 S Rancho Dr Ste 165 Las Vegas, NV 89102-4456 4b. Tel No. 702-920-5900

4c. Cell No.

4d. Fax No. 702-386-4883

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(626) 796-7555 Office, if any, Cell No.

Jonathan Cohen

Fax No. (626) 577-0124

Rothner, Segall & Greenstone

(signal fre of regresentative or person making charge)

e-Mail

510 South Marengo Avenue, Pasadena, California 91.101-31.15, (date)

jcohen@rsglabor.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

(Print/type name and title or office. If any)

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

INSTRUCTIONS:

a. Name of Employer

6. DECLARATION

By:

91101

my knowledge and belief.

(signature of representative or person making charge)

Address: Rothner, Segall & Greenstone

510 South Marengo Ave, Pasadena, CA

DO NOT WRITE IN THIS SPACE

Case Date Filed

28-CA-201519 June 28, 2017

b. Tel. No.

Tel. No.

Fax No.

e-Mail

Office, if any, Cell No. 626-796-7555

jcohen@rsglabor.com

s (street, city, state ZIP code) e. hadow Lane, Las Vegas, NV i-4194	
	assard@uhsinc.com ation (City and State) s, NV
Establishment (factory, nursing home, j. fi	vorkers at dispute location
tal H	
ne of party filing charge (if labor organization	hey did not support the
e Employee International Union Loc	ney did not support the
ce Employee International Union Loc ss (street and number, city, state, and ZIP co	ney ald not support the
	ney did not support the
ss (street and number, city, state, and ZIP co	ney did not support the
ss (street and number, city, state, and ZIP co	Tel. No.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Print Name and Title

Date: June 28, 2017

Jonathan Cohen, Attorney at

I declare that I have read the above charge and that the statements are true to the best of

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

NSTRUCTIONS:	28-CA-213783	
File an original with NLRB Regional Director for the region in which	the alloged unfair labor practice occurred or to occur R AGAINST WHOM CHARGE IS BROUGHT	rring.
a. Name of Employer		b Tel No. (864) 699-1129
Valley Hospital Medical Center Inc. dba Valley H	lospital Medical Center	
		c. Cell No.
A Addison (Classes also state and 7/0 and a	e. Employer Representative	f Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane		g e-Mail
Las Vegas, NV 89106	Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300	tkeim@fordharrison.com
	Spartanburg, SC 29306	h Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	100
Hospital	health care	
k. The above-named employer has engaged in and is engage	ing in unfair labor practices within the meaning of s	ection 8(a), subsections (1) and (list
subsections) (5)	of the National L	abor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea within the meaning of the Act and the Postal Reorganizati		unfair practices affecting commerce
2. Basis of the Charge (set forth a clear and concise stateme	ent of the facts constituting the alleged unfair labor	practices)
Within the six months preceding the filing of this	charge, the employer has failed and refu	reed to bergain in good faith with
the charging party, the exclusive collective bargi		
employees by unilaterally and without bargaining	16 (B) (B) (프로그램 (B)	[18] [18] [18] [18] [18] [18] [18] [18]
bargaining unit employees.	a some of the second se	
B. W	Contracting the second contracting and an area	and the second and th
By these and other acts the above-named Empl of their rights guaranteed by section 7 of the Act	CONTRACTOR OF STATE O	coerced employees in the exercise
or their rights gardinates by account you are you		
3. Full name of party filing charge (if labor organization, give	full name, including local name and number)	
Local Joint Executive Board of Las Vegas		
4a. Address (Street and number, city, state, and ZIP code)		4b: Tel. No. (702) 386-5107
		Ac Call No.
1630 S. Commerce Street		(510) 435-5416
Las Vegas, Nevada 89102		^{4d. Fax No.} (702) 386-9848
		4e. e-Mail
Was in a second second second second		svarela@msh.law
Full name of national or international labor organization of organization) UNITE HERE International Union	of which it is an affiliate or constituent unit (to be fille	ed in when charge is filed by a labor
-		E. C.
DECLARATI i declare that I have read the above charge and that the statement		Tel. No (702) 386-5107
and All H S	arah O. Varela, attorney	Office, if any, Cell No (510) 435-5416
(Signature of representative or person making crearge)	(Print/type name and title or office, if any)	Fax No. (702) 386-9848
1630 S. Commerce Street	hadisanta da	e-Mail
Las Vegas, Nevada 89102	11/26/2018	svarela@msh.law
Address	(date)	1

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
28-CA-234647

Date Filed
January 22, 2019

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which	the alleged unfair labor practice occurred or is occur AGAINST WHOM CHARGE IS BROUGHT	rring.
a. Name of Employer	AGAINST WHOM CHARGE IS BROUGHT	b. Tel. No. (864) 699-1129
Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		(664) 655 1125
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane	e. Employer Representative Thomas H. Keim, Jr.	g. e-Mail
Las Vegas, NV 89106	100 Dunbar Street, Suite 300	tkeim@fordharrison.com
3	Spartanburg, SC 29306	h. Number of workers employed
		100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care	
k. The above-named employer has engaged in and is engagin		ection 8(a) subsections (1) and (list
subsections) 8(a)(1) and 8(a)(3)		
practices are practices affecting commerce within the mean		abor Relations Act, and these unfair labor
within the meaning of the Act and the Postal Reorganization		arrian produces anothing commerce
2. Basis of the Charge (set forth a clear and concise statemer	nt of the facts constituting the alleged unfair labor	practices)
Within the six months preceding the filing of this of	harge, the Employer has violated the A	ct by disciplining and threatening
to discipline a shop steward because of her prote	cted union activities and by threatening	and demanding that the shop
steward remain silent while she acted as a "Weing	garten" representative.	
3. Full name of party filing charge (if labor organization, give f Culinary Workers Union Local 226	ull name, including local name and number)	
Culinary Workers Union Local 226		
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No. 702-386-5107
1630 S. Commerce Street		4c. Cell No.
Las Vegas, NV 89102		
		^{4d. Fax No.} 702-386-9848
		4e. e-Mail
		fbkowalczyk@msh.law
5. Full name of national or international labor organization of	which it is an affiliate or constituent unit (to be fille	d in when charge is filed by a labor
organization) UNITE HERE International Union		
		T- LN
DECLARATIO I declare that I have read the above charge and that the statement	N ts are true to the hest of my knowledge and helief	Tel. No. 415-597-7200
r declare that that the statement	to are true to the best of my knowledge and belief.	
By C. Bre Kenler F. I	Ben Kowalczyk, Attorney	Office, if any, Cell No. C: 503-560-0108
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 415-597-7201
		e-Mail
595 Market Street, #800 San Francisco, CA	94105	fbkowalczyk@msh.law
Address	(date)	7

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-235104	January 29, 2019

INSTRUCTIONS:

a. Name of Employer	R AGAINST WHOM CHARGE IS BROUGHT	h Tol No
		b. Tel. No. (864) 699-1129
/alley Hospital Medical Center Inc. dba Valley H	ospital Medical Center	c. Cell No.
Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No. (864) 699-1101
520 Shadow Lane Las Vegas, NV 89106	100 Dunbar Street, Suite 300 tkeim@fordharrison.co	g. e-Mail tkeim@fordharrison.com
	Spartanburg, SC 29306	h. Number of workers employed
Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care	
The above-named employer has engaged in and is engaged subsections; 8(a)(1) and 8(a)(5)		ection 8(a), subsections (1) and (list abor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea within the meaning of the Act and the Postal Reorganization	ining of the Act, or these unfair labor practices are	
. Full name of party filing charge <i>(if labor organization, give</i> Culinary Workers Union Local 226	full name, including local name and number)	
	full name, including local name and number)	4b. Tel. No. 702-386-5107
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street	full name, including local name and number)	4b. Tel. No. 702-386-5107 4c. Cell No.
a. Address (Street and number, city, state, and ZIP code)	full name, including local name and number)	702-386-5107
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street	full name, including local name and number)	4c. Cell No.
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street as Vegas, NV 89102		4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street as Vegas, NV 89102	f which it is an affiliate or constituent unit <i>(to be fille</i>	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street as Vegas, NV 89102 5. Full name of national or international labor organization of organization) UNITE HERE International Union 1 declare that I have read the above charge and that the statement	f which it is an affiliate or constituent unit <i>(to be fille</i>	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor
6. DECLARATI	f which it is an affiliate or constituent unit <i>(to be fille</i> ON only are true to the best of my knowledge and belief.	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor Tel. No. 415-597-7200 Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

28-CA-235516

February 4, 2019

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT b. Tel. No. (864) 699-1129 a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center c. Cell No. (864) 699-1101 e. Employer Representative d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Thomas H. Keim, Jr. g. e-Mail 100 Dunbar Street, Suite 300 Las Vegas, NV 89106 tkeim@fordharrison.com Spartanburg, SC 29306 h. Number of workers employed

i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital

within the meaning of the Act and the Postal Reorganization Act.

j. Identify principal product or service Health Care

- k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) and 8(a)(3)

 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce
- 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
 Within the six months preceding the filing of this charge, the Employer has violated the Act by disciplining and threatening to discipline employees in response to protected union activities, by conducting surveillance of employees, and by violating employees' right to a "Weingarten" representative in disciplinary meetings.

4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. 702-386-5107
1630 S. Commerce Street Las Vegas, NV 89102	4c. Cell No.
	4d. Fax No. 702-386-9848
	4e. e-Mail fbkowalczyk@msh.law

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
UNITE HERE International Union

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. 415-597-7200

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

By F. Br. Korwelew
(signature of representative or person making charge)

F. Ben Kowalczyk, Attorney

(Print/type name and title or office, if any)

2/4/2019

Fax No. 415-597-7201

Office, if any, Cell No.

C: 503-560-0108

e-Mail

05 (date) fbkowalczyk@msh.law

Address

595 Market Street, #800 San Francisco, CA 94105

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

Case Do NOT WRITE IN THIS SPACE

28-CA-236168

February 15, 2019

INSTRUCTIONS:

	AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer	AGAINST WHOM CHARGE IS BROOGHT	b. Tel. No. (864) 699-1129
Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		
		c. Cell No.
4 Address 100 - 4 - 4 - 4 - 4 - 4 - 4 - 4 - 4 - 4 -	To Facility Description	f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane	e. Employer Representative Thomas H. Keim, Jr.	g. e-Mail
Las Vegas, NV 89106	100 Dunbar Street, Suite 300	tkeim@fordharrison.com
	Spartanburg, SC 29306	h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care	
k. The above-named employer has engaged in and is engagi	ng in unfair labor practices within the meaning of so	ection 8(a), subsections (1) and (list
subsections) 8(a)(1) and 8(a)(3)		abor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea within the meaning of the Act and the Postal Reorganization		unfair practices affecting commerce
2. Basis of the Charge (set forth a clear and concise stateme	nt of the facts constituting the alleged unfair labor	practices)
Within the six months preceding the filing of this	charge, the employer has discriminated a	against employees in order to
discourage their support for the charging party, b	y terminating employee Tami Sambiano	
3. Full name of party filing charge (if labor organization, give Culinary Workers Union Local 226	full name, including local name and number)	
As Address (Standard Symbol and Standard Standard		
4a. Address (Street and number, city, state, and ZIP code)		Lab Tot No
1630 S. Commerce Street Las Vegas, NV 89102		4b. Tel. No. 702-386-5107
		4c. Cell No.
77777		702-366-5107
		4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail
		4c. Cell No. 4d. Fax No. 702-386-9848
Full name of national or international labor organization of organization) UNITE HERE International Union		4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law
Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATION	which it is an affiliate or constituent unit (to be fille	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor Tel. No.
5. Full name of national or international labor organization of	which it is an affiliate or constituent unit (to be fille	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor
5. Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATION I declare that I have read the above charge and that the statement	which it is an affiliate or constituent unit (to be fille	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor Tel. No.
5. Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATION I declare that I have read the above charge and that the statement	which it is an affiliate or constituent unit (to be fille ON nts are true to the best of my knowledge and belief.	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor Tel. No. 415-597-7200 Office, if any, Cell No.
5. Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATION 1 declare that I have read the above charge and that the statement of the statement	which it is an affiliate or constituent unit (to be fille ON nts are true to the best of my knowledge and belief. Ben Kowalczyk, Attorney (Prinutype name and title or office, if any)	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor Tel. No. 415-597-7200 Office, if any, Cell No. C: 503-560-0108 Fax No. 415-597-7201 e-Mail
5. Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATION I declare that I have read the above charge and that the statements By F. Bin Kunlum F.	which it is an affiliate or constituent unit (to be fille ON nts are true to the best of my knowledge and belief. Ben Kowalczyk, Attorney (Prinutype name and title or office, if any)	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor Tel. No. 415-597-7200 Office, if any, Cell No. C: 503-560-0108 Fax No. 415-597-7201

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case Date Filed

28-CA-236170 Bebruary 15, 2019

DIAL	TOI	ICT	IOA	IC.

e an original with NLRB Regional Director for the region in which 1. EMPLOYER	AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No. (864) 699-1129	
Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center d. Address (Street, city, state, and ZIP code) e. Employer Representative		c. Cell No.	
		f. Fax No. (864) 699-1101	
20 Shadow Lane	Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300	g: e-Mail	
Las Vegas, NV 89106		tkeim@fordharrison.com	
	Spartanburg, SC 29306	h. Number of workers employed 100	
Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care		
The above-named employer has engaged in and is engagin	ng in unfair labor practices within the meaning of	section 8(a), subsections (1) and (list	
subsections) 8(a)(1) and 8(a)(3)	of the National L	abor Relations Act, and these unfair labor	
practices are practices affecting commerce within the mean within the meaning of the Act and the Postal Reorganization		unfair practices affecting commerce	
. Basis of the Charge (set forth a clear and concise statemen	nt of the facts constituting the alleged unfair labor	r practices)	
Vithin the six months preceding the filing of this of	이번 기계에 가게 되었다. 그리고 하게 되었다면 가지 않는데 가득하면 생각을 되었다. 이번 없었다.	AND THE RESERVE OF THE PARTY OF	
iscourage their support for the charging party, by	그 내가 가는 구기의 하셨다니까 나이는 사람들이 얼마나 하는 사람들이 나를 살아가지 않는데 살아나는 것이다.	odinier en en en en en en en en	
securage their support for the charging party, b	y terminating employee ramana ranz.		
. Full name of party filing charge <i>(if labor organization, give</i> Culinary Workers Union Local 226	full name, including local name and number)		
	full name, including local name and number)	4b. Tel. No. 702-386-5107	
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street	full name, including local name and number)	4b. Tel. No. 702-386-5107 4c. Cell No.	
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street	full name, including local name and number)	4c. Cell No.	
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street	full name, including local name and number)	4c. Cell No. 4d. Fax No. 702-386-9848	
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street	full name, including local name and number)	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail	
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street as Vegas, NV 89102		4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law	
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street as Vegas, NV 89102		4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law	
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street as Vegas, NV 89102 . Full name of national or international labor organization of rganization) UNITE HERE International Union	f which it is an affiliate or constituent unit <i>(to be fil</i>	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law lled in when charge is filed by a labor	
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street as Vegas, NV 89102 5. Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATIO	f which it is an affiliate or constituent unit <i>(to be fil</i>	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law lled in when charge is filed by a lebor	
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street as Vegas, NV 89102 Full name of national or international labor organization of reganization) UNITE HERE International Union 6. DECLARATIO	f which it is an affiliate or constituent unit <i>(to be fil</i>	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law lled in when charge is filed by a lebor Tel. No. 415-597-7200	
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street as Vegas, NV 89102 Full name of national or international labor organization of rganization) UNITE HERE International Union 6. DECLARATIO	f which it is an affiliate or constituent unit <i>(to be fil</i>	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law lled in when charge is filed by a labor	
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street .as Vegas, NV 89102 5. Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATION I declare that I have read the above charge and that the statement	f which it is an affiliate or constituent unit <i>(to be fil</i> ON ents are true to the best of my knowledge and belief.	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law led in when charge is filed by a lebor Tel. No. 415-597-7200 Office, if any, Cell No.	
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street as Vegas, NV 89102 Full name of national or international labor organization of organization) UNITE HERE International Union I declare that I have read the above charge and that the statements	f which it is an affiliate or constituent unit (to be fill ON ints are true to the best of my knowledge and belief. Ben Kowalczyk, Attorney (Print/Type name and title or office, if any)	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law led in when charge is filed by a labor Tel. No. 415-597-7200 Office, if any, Cell No. C: 503-560-0108	
6. DECLARATION I declare that I have read the above charge and that the statement By F. Bm Kemler F.	on on the best of my knowledge and belief. Ben Kowalczyk, Attorney (Print/Type name and title or office, if any)	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law led in when charge is filed by a lebor Tel. No. 415-597-7200 Office, if any, Cell No. C: 503-560-0108 Fax No. 415-597-7201	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case Date Filed

28-CA-236171 February 15, 2019

INSTRUCTIONS:	28-CA-2

1. EMPLOYER	R AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (864) 699-1129
Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		
		c. Cell No.
		f. Fax No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane	e. Employer Representative Thomas H. Keim, Jr.	g. e-Mail
Las Vegas, NV 89106	100 Dunbar Street, Suite 300	tkeim@fordharrison.com
Spartanburg, SC 29306		h. Number of workers employed
. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care	
k. The above-named employer has engaged in and is engagi		ection 8(a), subsections (1) and (list
subsections) 8(a)(1) and 8(a)(3)		abor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea within the meaning of the Act and the Postal Reorganization	ning of the Act, or these unfair labor practices are	
2. Basis of the Charge (set forth a clear and concise stateme		practices)
Within the six months preceding the filing of this	그리고 그리고 그리고 있다면 하는데 하고 있다면 그리고 있다면 하는데	
성경 열리는 경우는 사람은 이번 경우를 가득한 경험적으로 받는 사람들이 되었습니다면 하는 사람들이 되었다면 그렇게 했다. 점점이다	그런 그렇게 가장 보고 하면 한 점을 가면 하면 가장 하면 하지만 하는 것이 되는 것이 없는 것이 없는 것이다. 그렇게 되었다.	against employees in order to
liscourage their support for the charging party, b	by terminating employee Shirrill Smith.	
Full name of party filing charge (if labor organization, give	full name, including local name and number) ,	
Full name of party filing charge (if labor organization, give Culinary Workers Union Local 226	full name, including local name and number) ,	
	full name, including local name and number) ,	4b. Tel. No. 702-386-5107
ia. Address (Street and number, city, state, and ZIP code)	full name, including local name and number) ,	4b. Tel. No. 702-386-5107 4c. Cell No.
aa. Address (Street and number, city, state, and ZIP code)	full name, including local name and number) ,	702-380-3107
a. Address (Street and number, city, state, and ZIP code) 630 S. Commerce Street	full name, including local name and number)	4c. Cell No.
ia. Address (Street and number, city, state, and ZIP code)	full name, including local name and number) ,	4c. Cell No. 4d. Fax No. 702-386-9848
ia. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102		4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law
ia. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102 5. Full name of national or international labor organization of organization). UNITE HERE International Union 6. DECLARATION	f which it is an affiliate or constituent unit <i>(to be fille</i>	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor
ia. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102 5. Full name of national or international labor organization of organization). UNITE HERE International Union	f which it is an affiliate or constituent unit <i>(to be fille</i>	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law and in when charge is filed by a lebor
a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street 2. as Vegas, NV 89102 5. Full name of national or international labor organization of organization). 2. UNITE HERE International Union 2. DECLARATION OF THE PROPERTY OF TH	f which it is an affiliate or constituent unit <i>(to be fille</i>	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law ad in when charge is filed by a labor
6. DECLARATION 1 declare that I have read the above charge and that the statement of the control	f which it is an affiliate or constituent unit (to be fille ON onts are true to the best of my knowledge and belief.	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law ad in when charge is filed by a labor Tel. No. 415-597-7200 Office, if any, Cell No.
ia. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102 ib. Full name of national or international labor organization of organization). UNITE HERE International Union 1 declare that I have read the above charge and that the statements	f which it is an affiliate or constituent unit (to be fille ON ints are true to the best of my knowledge and belief. Ben Kowalczyk, Attorney (Print/type name and title or office, if any)	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law id in when charge is filed by a labor Tel. No. 415-597-7200 Office, if any, Cell No. C: 503-560-0108
Aa. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102 5. Full name of national or international labor organization of organization). UNITE HERE International Union 1 declare that I have read the above charge and that the statements	on on the best of my knowledge and belief. Ben Kowalczyk, Attorney (Print/Iype name and title or office, if any)	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law ad in when charge is filed by a labor Tel. No. 415-597-7200 Office, if any, Cell No. C: 503-560-0108 Fax No. 415-597-7201

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE Case Date Filed 28-CA-238396 March 22, 2019

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b, Tel. No. (702)388-4000	
		c. Cell No.	
d. Address (street, city, state ZIP code) 620 Shadow Lane, Las Vegas, NV,			
89106	HR Director	g. e-Mail	
		h. Dispute Location (City and State) Las Vegas, Nevada	
. Type of Establishment (factory, nursing home, hotel)	j. Principal Product or Service	k. Number of workers at dispute location	
Hospital Healthcare		~100	
The above-named employer has engaged in anothe National Labor Relations Act, and these unfair labor practices are unfair practices affecting communications.	labor practices are practices affecting commerce		
2. Basis of the Charge (set forth a clear and conci	se statement of the facts constituting the alleged		

because they filed charges or gave testimony under the National Labor Relations Act, by its actions, including, but not limited to, disciplining and discharging its employees, including, but not limited to, Shirrill Smith, because they filed charges or gave testimony under the National Labor Relations Act. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act.

Shirrill Smith	e full name, including local name and num	ber)
 Address (street and number, city, state, and ZIP code) 1432 Chestnut St., Henderson, NV 89011 		4b. Tel. No.
1432 Chestnut St., Henderson, NV 89011		4c. Cell No. (702)672-6322
		4d. Fax No.
		4e. e-Mail
organization)	of which it is an annate of constituent unit	(to be filled in when charge is filed by a labor
organization) 6. DECLARATION I declare that I have read the above charge and that		Tel. No.
5. DECLARATION I declare that I have read the above charge and that my knowledge and belief.	the statements are true to the best of	20 May 100 May
organization) 5. DECLARATION I declare that I have read the above charge and that		Tel. No. Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
28-CA-240010	April 15, 2019		

INSTRUCTIONS:

ile an original with NLRB Regional Director for the region in whic	R AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer	NONING MICH CLANGE IS BROOGHT	b. Tel. No. (864) 699-1129
Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center d. Address (Street, city, state, and ZIP code) e. Employer Representative		c. Cell No.
		1.53.
		f. Fax No. (864) 699-1101
320 Shadow Lane	Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300	g. e-Mail
Las Vegas, NV 89106		tkeim@fordharrison.com
Spartanburg, SC 29306		h. Number of workers employed 100
Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care	
. The above-named employer has engaged in and is engage	TOTAL DENT	ection 8(a), subsections (1) and (list
subsections) 8(a)(1) and 8(a)(3) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization	ining of the Act, or these unfair labor practices are	abor Relations Act, and these unfair labor unfair practices affecting commerce
. Basis of the Charge (set forth a clear and concise stateme	ent of the facts constituting the alleged unfair labor	practices)
그리즘 아이들 아이들 때문에 살아가면 하는 것이 되었다면 그렇게 되었다면 하는데 얼마를 하는데 하는데 하는데 그렇게 되었다.		
Nithin the six months preceding the filing of this		
liscourage their support for the charging party, t	by terminating employee Andrew Piatanza	a.
The state of the s	A contract of the property of the second of	
Full name of party filing charge /if Jehor organization sive	full name including local name and number)	
, Full name of party filing charge (if labor organization, give Culinary Workers Union Local 226	tuli name, including local name and number)	
a. Address (Street and number, city, state, and ZIP code)		10v 3 v v v
as Vegas, NV 89102		^{4b.} Tel. No. 702-386-5107
Las Vegas, NV 89102		4b. Tel. No. 702-386-5107 4c. Cell No.
THE PERSON NAMED OF THE PE		702-386-3107
		4c. Cell No.
		4c. Cell No. 4d. Fax No. 702-386-9848
i. Full name of national or international labor organization of		4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law
. Full name of national or international labor organization of rganization) UNITE HERE International Union	which It is an affiliate or constituent unit (to be filled	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor
Full name of national or international labor organization of organization of UNITE HERE International Union	which It is an affiliate or constituent unit (to be filled	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law
. Full name of national or international labor organization of rganization) UNITE HERE International Union	which It is an affiliate or constituent unit (to be filled	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor Tel. No. 415-597-7200
Full name of national or international labor organization of rganization) UNITE HERE International Union 6. DECLARATION declare that I have read the above charge and that the statement	which It is an affiliate or constituent unit (to be filled	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor Tel. No. 415-597-7200 Office, if any, Cell No.
Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATION I declare that I have read the above charge and that the statement	which it is an affiliate or constituent unit <i>(to be filled</i> ON nts are true to the best of my knowledge and belief.	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor Tel. No. 415-597-7200 Office, if any, Cell No. C: 503-560-0108
Full name of national or international labor organization of rganization) UNITE HERE International Union 6. DECLARATION I declare that I have read the above charge and that the statement of	which it is an affiliate or constituent unit (to be filled on the best of my knowledge and belief. Ben Kowalczyk, Attorney (Print/type name and title or office, if any)	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor Tel. No. 415-597-7200 Office, if any, Cell No. C: 503-560-0108 Fax No. 415-597-7201
5. Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATION I declare that I have read the above charge and that the statements	which it is an affiliate or constituent unit (to be filled on the best of my knowledge and belief. Ben Kowalczyk, Attorney (Printlype name and title or office, if any)	4c. Cell No. 4d. Fax No. 702-386-9848 4e. e-Mail fbkowalczyk@msh.law d in when charge is filed by a labor Tel. No. 415-597-7200 Office, if any, Cell No. C: 503-560-0108

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

 DO NOT WRITE IN THIS SPACE

 Case
 Date Filed

 28-CA-252017
 11/19/2019

INSTRUCTIONS:

I. EIVIPLOTEN	AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer	AGAINST WHOM CHARGE IS BIRGOOTT	b. Tel. No. (864) 699-1129	
Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center			
		c. Cell No.	
		f. Fax No. (864) 699-1101	
Address (Street, city, state, and ZIP code) e. Employer Representative		g. e-Mail	
620 Shadow Lane Thomas H. Keim, Jr.		tkeim@fordharrison.com	
Las Vegas, NV 89106	100 Dunbar Street, Suite 300	h. Number of workers employed	
	Spartanburg, SC 29306	125	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	 j. Identify principal product or service Medical care 		
k. The above-named employer has engaged in and is engaging	ng in unfair labor practices within the meaning of s	ection 8(a), subsections (1) and (list	
subsections) (3)	of the National La	abor Relations Act, and these unfair labor	
practices are practices affecting commerce within the mean within the meaning of the Act and the Postal Reorganization	-	unfair practices affecting commerce	
2. Basis of the Charge (set forth a clear and concise stateme.	nt of the facts constituting the alleged unfair labor	practices)	
Within the last six months preceding the filing of t	his Charge, the Employer has discrimina	ated against employees in order to	
discourage their support for charging party by ha	rassing, surveilling, disciplining and final	lly terminating Patricia Porchia	
without just cause and in retaliation for Union act	ivity.		
By these and other acts the above-named Emplo	yer has interfered with, restrained and c	oerced employees in the exercise	
of their rights guaranteed by section 7 of the Act.			
3 Full name of party filing charge (if labor organization, give	full name including local name and number)		
Full name of party filing charge (if labor organization, give laboral Joint Executive Board of Las Vegas	full name, including local name and number)		
Full name of party filing charge (if labor organization, give bound of Las Vegas	full name, including local name and number)		
	full name, including local name and number)	4b. Tel. No. (702) 386-5107	
Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street	full name, including local name and number)	4c. Cell No. (510) 435-5416	
Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code)	full name, including local name and number)	(702) 386-5107	
Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street	full name, including local name and number)	4c. Cell No. (510) 435-5416 4d. Fax No. (702) 386-9848 4e. e-Mail	
Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street	full name, including local name and number)	4c. Cell No. (510) 435-5416 4d. Fax No. (702) 386-9848	
Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street		4c. Cell No. (510) 435-5416 4d. Fax No. (702) 386-9848 4e. e-Mail svarela@msh.law	
Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, Nevada 89102 5. Full name of national or international labor organization of organization) UNITE HERE International Union	which it is an affiliate or constituent unit <i>(to be fille</i>	4c. Cell No. (510) 435-5416 4d. Fax No. (702) 386-9848 4e. e-Mail svarela@msh.law d in when charge is filed by a labor Tel. No.	
Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, Nevada 89102 5. Full name of national or international labor organization of	which it is an affiliate or constituent unit <i>(to be fille</i>	4c. Cell No. (510) 435-5416 4d. Fax No. (702) 386-9848 4e. e-Mail svarela@msh.law d in when charge is filed by a labor	
Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, Nevada 89102 5. Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATION Indeed that I have read the above charge and that the statements	which it is an affiliate or constituent unit <i>(to be fille</i> ON Its are true to the best of my knowledge and belief.	4c. Cell No. (510) 435-5416 4d. Fax No. (702) 386-9848 4e. e-Mail svarela@msh.law d in when charge is filed by a labor Tel. No.	
Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, Nevada 89102 5. Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATION I declare that I have read the above charge and that the statements	which it is an affiliate or constituent unit <i>(to be fille</i> ON Its are true to the best of my knowledge and belief. rah Varela, Grievance Specialist	4c. Cell No. (510) 435-5416 4d. Fax No. (702) 386-9848 4e. e-Mail svarela@msh.law d in when charge is filed by a labor Tel. No. (702) 386-5107	
Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, Nevada 89102 5. Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATION Indeed that I have read the above charge and that the statements	which it is an affiliate or constituent unit <i>(to be fille</i> ON Its are true to the best of my knowledge and belief.	4c. Cell No. (510) 435-5416 4d. Fax No. (702) 386-9848 4e. e-Mail svarela@msh.law d in when charge is filed by a labor Tel. No. (702) 386-5107 Office, if any, Cell No.	
Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, Nevada 89102 5. Full name of national or international labor organization of organization) UNITE HERE International Union 6. DECLARATION I declare that I have read the above charge and that the statements	which it is an affiliate or constituent unit <i>(to be fille</i> ON Its are true to the best of my knowledge and belief. rah Varela, Grievance Specialist (Print/type name and title or office, if any)	4c. Cell No. (510) 435-5416 4d. Fax No. (702) 386-9848 4e. e-Mail svarela@msh.law d in when charge is filed by a labor Tel. No. (702) 386-5107 Office, if any, Cell No. (510) 435-5416	
Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, Nevada 89102 5. Full name of national or international labor organization of organization) UNITE HERE International Union I declare that I have read the above charge and that the statement of the statement o	which it is an affiliate or constituent unit <i>(to be fille</i> ON Its are true to the best of my knowledge and belief. rah Varela, Grievance Specialist	4c. Cell No. (510) 435-5416 4d. Fax No. (702) 386-9848 4e. e-Mail svarela@msh.law d in when charge is filed by a labor Tel. No. (702) 386-5107 Office, if any, Cell No. (510) 435-5416 Fax No. (702) 386-9848	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-252017	11/15/2019	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT b. Tel. No. (864) 699-1129 Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center c. Cell No. f. Fax No. (864) 699-1101 e. Employer Representative d. Address (Street, city, state, and ZIP code) g. e-Mail 620 Shadow Lane Thomas H. Keim, Jr. tkeim@fordharrison.com Las Vegas, NV 89106 100 Dunbar Street, Suite 300 h. Number of workers employed Spartanburg, SC 29306 j. Identify principal product or service i. Type of Establishment (factory, mine, wholesaler, etc.) gaming, food service, accommodations Hotel-Casino k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months preceding the filing of this Charge, the Employer has failed and refused to bargain in good faith with the charging party, the exclusive bargaining agent for the Employer's dietary and EVS employees, by, among other things, discriminating against employee Patricia Porcria by threatening, interrogating, spying on and verbally abusing her because of her Union activities, and In order to discourage Union activities and membership. By these and other acts the above-named Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Local Joint Executive Board of Las Vegas 4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. (702) 386-5107 1630 S. Commerce Street (510) 435-5416 Las Vegas, Nevada 89102 4d. Fax No. (702) 386-9848 4e. e-Mail svarela@msh.law 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union Tel. No. 6. DECLARATION (415) 597-7200 I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Office, if any, Cell No. Sarah O. Varela, attorney (510) 435-5416 (Print/type name and title or office, if any) Fax No. (415) 597-7201 1630 S. Commerce Street 11/15/2019 Las Vegas, Nevada 89102 svarela@msh.law (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-256493	2/14/2020	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurre OYER AGAINST WHOM CHARGE IS BROUGHT	ing.
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129 c. Cell No.
d Address (Chrost tills) state and 710 and 1		f. Fax. No. (864) 699-1101
620 Shadow Lane Las Vegas, NV 89106		g. e-mail ikeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	n 8(a) subsections (1) and
(list subsections) (5)	경영 경기에 발생하는 것이 되었다. 하는 사람들은 이번 생활이 되는 사람들이 되었다면 하지만 사람들이 되었다.	Relations Act, and thest unfair labor
practices are practices affecting commerce within the me the Act and the Postal Reorganization Act.		
guaranteed by section 7 of the Act. 3. Full name of party filing charge (if labor organization, g Culinary Workers Union, Local 226	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street	9)	4b. Tel. No. (702) 386-5107
Las Vegas, NV 89102		4c. Cell No. (818) 317-7961
		4d. Fax No. (702) 386-9848
		4e. e-mail Idowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (415) 597-7200
are true to trie best of h	ny knowledge and belief. Luke Dowling, Attorney for Charging Party	Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (415) 597-7201
Address 595 Market Street, San Francisco, CA 94105 Date 02/14/2020		e-mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
28-CA-263009	7/14/2020		

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ng.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address <i>(Street, city, state, and ZIP code)</i> 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care	
The above-named employer has engaged in and is engage	jing in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (5)	of the National Labor R	telations Act, and thest unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices affecting c	ommerce within the meaning of
the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state Within the last six months preceding the filing of the of employment by informing Union representative required under Article 5.01(a) of the parties' collect bargaining representative.	his Charge, the Employer has unilaterally and mate Kenny Adamson that he could no longer access th	erially changed terms and conditions e Employer's property as
By these and other acts the above-named Employer guaranteed by section 7 of the Act.	r has interfered with, restrained and coerced emplo	yees in the exercise of their rights
3. Full name of party filing charge (if labor organization, grant Culinary Workers Union, Local 226	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street Las Vegas, NV 89102)	4b. Tel. No. (702) 386-5107
Las vegas, INV 69102		4c. Cell No. (818) 317-7961
		4d. Fax No. (702) 386-9849
		4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	of which it is an affiliate or constituent unit (to be filled in v	vhen charge is filed by a labor organization)
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (415) 597-7200
/s/Luke Dowling	Luke Dowling, Attorney for Charging Party	Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (415) 597-7201
Address 595 Market Street, San Francisco, CA 94	Date 07/14/2020	e-mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD (Amended) CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-272658	February 12, 2021	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.		
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129		
		c. Cell No.		
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. (864) 699-1101		
620 Shadow Ln. Las Vegas, NV 89106	Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-mail tkeim@fordharrison.com		
		h. Number of workers employed 123		
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care			
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	18(a), subsections (1) and		
(list subsections) (3) and (5)		Relations Act, and thest unfair labor		
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices affecting o	commerce within the meaning of		
the Act and the Postal Reorganization Act.		Ç		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac-	ctices)		
	monto, and radio deficiently and anogola amain taken pract			
See Attachment A				
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union, Local 226				
4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street Las Vegas, Nevada 89102)	4b. Tel. No. (702) 386-5107		
Las vegas, nevada 89102		4c. Cell No. (818) 317-7961		
		4d. Fax No. (702) 386-9848		
		4e. e-mail ldowling@msh.law		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union				
6. DECLARATION I declare that I have read the above charge and that the statements		Tel. No. (415) 597-7200		
are true to the best of my	Luke Dowling, Attorney for Charging Party	Office, if any, Cell No. (818) 317-7961		
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (415) 597-7201		
Address 595 Market Street, Suite 800 San Francis	co, CA 94105 Date <u>2/12/2021</u>	e-mail ldowling@msh.law		
L				

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment A

By the above and other acts, the Employer has interfered with, restrained and coerced employees in the exercise of their Section 7 rights under the National Labor Relations Act.

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	28-CA-272658	Date Filed 2/10/2021	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d Address (Street city state and 7/D code)	e. Employer Representative	f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Ln. Las Vegas, NV 89106	Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 123
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sectior	ι 8(a), subsections (1) and
(list subsections) (3)	of the National Labor F	Relations Act, and thest unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices affecting o	commerce within the meaning of
the Act and the Postal Reorganization Act.	g	3
2. Basis of the Charge (set forth a clear and concise state Within the six months preceding the filing of this of the Charging Party by terminating (b) (6), (b) (7)(By these and other acts the above-named Employe guaranteed by Section 7 of the Act.	charge, the employer has discriminated against emportant (b) (6), (b) (7)(C) because of their union action and interfered with, restrained, and coerced employer has interfered with.	ployees to discourage their support ivity.
3. Full name of party filing charge (if labor organization, g Culinary Workers Union, Local 226	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, Nevada 89102		4b. Tel. No. (702) 386-5107
		4c. Cell No. (818) 317-7961
		4d. Fax No. (702) 386-9848
		4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit <i>(to be filled in</i> u	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (415) 597-7200
are true to the best of my knowledge and belief. Luke Dowling, Attorney for Charging Party		Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (415) 597-7201
Address 595 Market Street, Suite 800 San Francis	co, CA 94105 Date 2/10/2021	e-mail ldowling@msh.law
·	·	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD **AMENDED** CHARGE AGAINST EMPLOYER

Case 28-CA-274618

DO NOT WRITE IN THIS SPACE

Date Filed March 26, 2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. (864) 699-1101
620 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanberg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (3), (4), and (5)		Relations Act, and thest unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices affecting c	ommerce within the meaning of
the Act and the Postal Reorganization Act.		S
2. Basis of the Charge (set forth a clear and concise state See Attachment A for amended basis of charge.		rtices)
3. Full name of party filing charge (if labor organization, g Culinary Workers Union Local 226		
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102		4b. Tel. No. (702) 386-5107
		4c. Cell No. (818) 317-7961
		4d. Fax No. (702) 386-9848
		4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit (to be filled in v	vhen charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (415) 597-7200
18 and the best of the	Luke Dowling, Attorney for Charging Party	Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (415) 597-7201
Address 595 Market Street Suite 800 San Francisc	co, CA 94105 Date 3/26/2021	e-mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment A

Within the last six months, the Employer, through (b) (6), (b) (7)(C) , has discriminated against employees in order to discourage their support for charging party by 1) asking employees to sign statements falsely alleging that known union supporters violated work rules, 2) retaliating against them when they refused to sign such statements by unilaterally changing their shift time and days off, and 3) trying to convince employees to leave the union. Additionally, the employer violated the Act by unilaterally changing an employee's shift time and day off against the employee's will and unilaterally ceasing contractually required meal payments. Finally, the Employer violated the Act, through (b) (6), (b) (7)(C) by instructing employees to stop discussing its failure to provide meal payments with each other.

The Employer also violated the Act by interrogating, verbally berating, and attempting to falsify a basis for discipline against an employee the day after the employee had testified in an NLRB proceeding in retaliation for testifying.

By these and other acts the Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by Section 7 of the Act.

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD SECOND AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE Case **Date Filed** 28-CA-274618 April 14, 2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurr	ing.
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZiP code) 620 Shadow Lane 620 Shadow Lane 630 Dunbar Street, Suite 300 64 Spartanberg, SC 29306		g. e-mall tkeim@fordharrison.com
		h. Number of workers employed 125
I. Type of Establishment (factory, mine, wholeseler, etc.) Hospital	j. Identify principal product or service Medical Care	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	1 8(a), subsections (1) and
(list subsections) (3), (4), and (5)	of the National Labor F	Relations Act, and thest unfair labor
practices are practices affecting commerce within the me the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices affecting of	commerce within the meaning of
3. Full name of party filing charge (if labor organization, g Culinary Workers Union Local 226	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street	e)	4b. Tel. No. (702) 386-5107
Las Vegas, NV 89102		4c. Cell No. (818) 317-7961
		4d. Fax No. (702) 386-9848
		4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION we charge and that the statements	Tel. No. (415) 597-7200
are true to the best of my knowledge and belief. Luke Dowling, Attorney for Charging Party		Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (415) 597-7201
Address 595 Market Street Suite 800 San Francisc	co, CA 94105 Date April 14, 2021	e-mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment A

Within the last six months, the Employer, through (b) (6), (b) (7)(C) , has discriminated against employees in order to discourage their support for charging party by 1) asking employees to sign statements falsely alleging that known union supporters violated work rules, 2) retaliating against them when they refused to sign such statements by unilaterally changing their shift time and days off and subjecting them to closer supervision, and 3) trying to convince employees to leave the union. Additionally, the employer violated the Act by unilaterally changing an employee's shift time and day off against the employee's will and unilaterally ceasing contractually required meal payments. Finally, the Employer violated the Act, through (b) (6), (b) (7)(C) , by instructing employees to stop discussing its failure to provide meal payments with each other.

The Employer also violated the Act by interrogating, verbally berating, and attempting to falsify a basis for discipline against an employee the day after the employee had testified in an NLRB proceeding in retaliation for testifying. It also violated the Act by telling the employee not to talk to anyone about its investigation of the discipline.

By these and other acts the Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by Section 7 of the Act.

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE			
Case	28-CA-274618	Date Filed 3/23/2021	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ng.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanberg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	
The above-named employer has engaged in and is engaged	uging in unfair labor practices within the meaning of section	າ 8(a), subsections (1) and
(list subsections) (3) and (5)		Relations Act, and thest unfair labor
practices are practices affecting commerce within the me		· ·
the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra-	
See Attachment A.	mont of the facto constituting the alleged affair factor pra-	5.000)
2. Full name of porty filing shares (if labor arganization of	vive full name, including lead name and number	
3. Full name of party filing charge (if labor organization, g Culinary Workers Union Local 226	ive ruii name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street	9)	4b. Tel. No. (702) 386-5107
Las Vegas, NV 89102		4c. Cell No. (818) 317-7961
		4d. Fax No. (702) 386-9848
		4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
UNITE HERE International Union	,	,
6 DECL	ARATION	Tel. No.
I declare that I have read the abo	ove charge and that the statements ny knowledge and belief.	(415) 597-7200 Office, if any, Cell No.
118/2	Luke Dowling, Attorney for Charging Party	
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (415) 597-7201
Address 595 Market Street Suite 800 San Francisc	co, CA 94105 Date 3/23/2021	e-mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment A

Within the last six months, the Employer, through (b) (6), (b) (7)(C) , has discriminated against employees in order to discourage their support for charging party by 1) asking employees to sign statements falsely alleging that known union supporters violated work rules, 2) retaliating against them when they refused to sign such statements by unilaterally changing their shift time and days off, and 3) trying to convince employees to leave the union. Additionally, the employer violated the Act by unilaterally changing an employee's shift time and day off against the employee's will and unilaterally ceasing contractually required meal payments. Finally, the Employer violated the Act, through (b) (6), (b) (7)(C) y instructing employees to stop discussing its failure to provi

By these and other acts the Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by Section 7 of the Act.

INTERNET FORM NLRB-501

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

THIRD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE Date Filed Case September 9, 2021 28-CA-274618

Idowling@msh.law

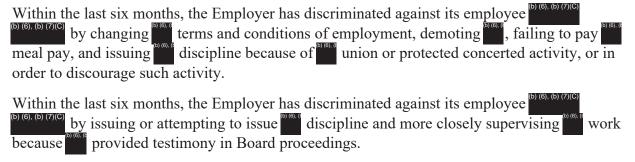
(date)

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT b. Tel. No. (864) 699-1129 a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center c. Cell No. f. Fax No. (864) 699-1101 e. Employer Representative d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Thomas H. Keim Jr. g. e-Mail Las Vegas, NV 89106 100 Dunbar Street, Suite 300 tkeim@fordharrison.com Spartanberg, SC 29306 h. Number of workers employed 125 i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Hospital **Medical Care** k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), (4), and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) SEE ATTACHMENT 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union Local 226 4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. (702) 386-5107 1630 S. Commerce Street (818) 317-7961 Las Vegas, NV 89102 4d. Fax No. (702) 386-9848 4e. e-Mail Idowling@msh.law 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union Tel. No. 6. DECLARATION (415) 597-7200 I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Office, if any, Cell No. Luke Dowling Attorney for Charging Party (818) 317-7961 (signature of representative or person making charge) (Print/type name and title or office, if any) Fax No. (415) 597-7201 9/09/2021 595 Market Street Suite 800 San Francisco, CA 94105

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

ATTACHMENT

Within the last six months, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights by, among other act: (1) threatening employees with unspecified reprisals; (2) prohibiting employees from discussing terms and conditions of employment; (3) creating the impression of surveillance; and (4) threatening employees that union representation is futile.



Within the last six months, the Employer has failed and refused to bargain in good faith with the Union by engaging in direct dealing with unit employees; and soliciting grievances and promising benefits to unit employees during contract negotiations.

By these and other acts the Employer has interfered with, restrained, and coerced employees in the exercise of their rights guaranteed by Section 7 of the Act.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

organization)

6. DECLARATION

UNITE HERE International Union

(signature of representative or person making charge)

Address: 595 Market Street, Suite 800

San Francisco, CA 94105

my knowledge and belief.

DO NOT WRITE IN THIS SPACE Date Filed Case September 27, 2021 28-CA-278258 File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

Idowling@msh.law

(415) 597-7200

(415) 597-7201

Idowling@msh.law

Office, if any, Cell No. (818) 317-7961

Tel. No.

Fax No.

e-Mail

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center (864)699-1129 c. Cell No. d. Address (street, city, state ZIP code) e. Employer Representative f. Fax No. 620 Shadow Lane Thomas H. Keim Jr. (864) 699-1101 g. e-Mail Las Vegas, NV 89106 100 Dunbar Street, Suite 300 tkeim@fordharrison.com Spartanburg, SC 29306 h. Dispute Location (City and State) Las Vegas, NV i. Type of Establishment (factory, nursing home, i. Principal Product or Service k. Number of workers at dispute location hotel) Hospital Health Care 100 1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the six months preceding the filing of this charge, the Employer failed and refused to bargain in good faith with the Charging Party by making unilateral changes to, including but not limited to, the following: (1) the system for assigning work duties to bargaining unit members; and (2) procedures for employee use of keys to the Employer's facility. By these and other acts the above-named Employer has interfered with, restrained and coerced employees in the exercise of their rights guaranteed by section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union, Local 226 4a. Address (street and number, city, state, and ZIP code) 4b. Tel. No. 1630 South Commerce Street (702) 386-5107 Las Vegas, NV 89102-2700 4c. Cell No. 4d. Fax No. (702) 386-9848 4e. e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Date: 9/27/2021

Luke Dowling, Attorney Print Name and Title

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor

I declare that I have read the above charge and that the statements are true to the best of

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	28-CA-278258	Date Filed June 4, 2021	

INSTRUCTIONS:

	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129 c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	Employer Representative Chomas H. Keim Jr. OD Dunbar Street, Suite 300 partanburg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care	· ·
Party by making unilateral changes including the in By these and other acts the above-named Employe guaranteed by section 7 of the Act.		5 5
Full name of party filing charge (if labor organization, given the second	ive full name, including local name and number)	
		4b. Tel. No. (702) 386-5107
3. Full name of party filing charge (if labor organization, gradinary Workers Union, Local 226 4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street		
3. Full name of party filing charge (if labor organization, gr Culinary Workers Union, Local 226 4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street Las Vegas, NV 89102		(702) 386-5107 4c. Cell No. 4d. Fax No. (702) 386-9848 4e. e-mail ldowling@msh.law
3. Full name of party filing charge (if labor organization, gr. Culinary Workers Union, Local 226 4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street Las Vegas, NV 89102 5. Full name of national or international labor organization UNITE HERE International Union 6. DECL. I declare that I have read the abore	of which it is an affiliate or constituent unit <i>(to be fille</i> ARATION ve charge and that the statements	(702) 386-5107 4c. Cell No. 4d. Fax No. (702) 386-9848 4e. e-mail ldowling@msh.law
3. Full name of party filing charge (if labor organization, gr. Culinary Workers Union, Local 226 4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street Las Vegas, NV 89102 5. Full name of national or international labor organization UNITE HERE International Union 6. DECL. I declare that I have read the abore	e) of which it is an affiliate or constituent unit <i>(to be fille</i>	(702) 386-5107 4c. Cell No. 4d. Fax No. (702) 386-9848 4e. e-mail ldowling@msh.law ed in when charge is filed by a labor organization) Tel. No.
3. Full name of party filing charge (if labor organization, gr. Culinary Workers Union, Local 226 4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street Las Vegas, NV 89102 5. Full name of national or international labor organization UNITE HERE International Union 6. DECL. I declare that I have read the abore	ARATION ve charge and that the statements by knowledge and belief.	(702) 386-5107 4c. Cell No. 4d. Fax No. (702) 386-9848 4e. e-mail Idowling@msh.law ed in when charge is filed by a labor organization) Tel. No. (415) 597-7200 Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE
Case Date Filed

28-CA-278356 October 6, 2021

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center (864)699-1129 c. Cell No. d. Address (street, city, state ZIP code) e. Employer Representative f. Fax No. 620 Shadow Lane Thomas H. Keim Jr., Esq. (864)699-1101 g. e-Mail Las Vegas, NV 89106 tkeim@fordharrison.com h. Dispute Location (City and State) Las Vegas, NV i. Type of Establishment (factory, nursing home, j. Principal Product or Service k. Number of workers at dispute location hotel) Hospital/Medical Center Medical Services/Healthcare I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by disparaging the Union and creating the impression of surveillance. Within the past six-months, the Employer has failed to bargain collectively and in good faith with the Union, by making unilateral changes, demanding unreasonable concessions from the Union, and undermining the Union as the collective-bargaining representative. By these and other acts, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employees International Union, Local 1107 4a. Address (street and number, city, state, and ZIP code) 4b. Tel. No. (702)920-5900 2250 South Rancho Drive, Suite 165 4c. Cell No. Las Vegas, NV 89102-4456 4d. Fax No. (702)386-4883 4e. e-Mail 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union 6. DECLARATION Tel. No. I declare that I have read the above charge and that the statements are true to the best of (702)968-8087 owledge and bette Office, if any, Cell No. (702)337-8097 Paul D. Cotsonis, Attorney of page making charge) Print Name and Title Fax No. (702)968-8088 Address: 4270 S. Decatur Blvd., Suite A-9, Las e-Mail Date: October 6, 2021 pcotsonis@theurbanlawfirm.com Vegas, NV 89103

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE Date Filed 28-CA-278356 June 9, 2021

	- Q	
File an original of this charge with NLRB Regional I	Director in which the eliaged unfair labor practice occ EMPLOYER AGAINST WHOM CHARGE IS BROU	curred of is occurring.
Name of Employer Valley Hospital Medical Center, Inc. d/t		b. Tel. No. (864)699-1129 c. Cell No.
Address (street, city, state ZIP code) 620 Shadow Lane, Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr., Esq.	f. Fax No. (864)699-1101 g. e-Mail tkeim@fordharrison.com h. Dispute Location (City and State) Las Vegas NV
Type of Establishment (factory, nursing home, hotel)	J. Principal Product or Service	k. Number of workers at dispute location
f the National Labor Relations Act, and these unfa	Medical Services/Healthcare Is engaging in unfair labor practices within the mean It labor practices are practices affecting commerce verce within the meaning of the Act and the Postal Re	within the meaning of the Act, or these unfair
discouraging bargaining unit employee membership in the Union, and handing their membership in the Union. By the above and other acts, the above exercise of their rights under Section 7		gaining unit employees to drop their or said employees to fill out dropping trained, and coerced employees in the
. Full name of party filing charge (<i>if labor organiza</i> Service Employees International Union	tion, give full name, including local name and numbe i. Local 1107	or)
a. Address (street and number, city, state, and ZIF 2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102		4b. Tel. No. (702)920-5900 4c. Cell No.
		4d. Fax No. (702)386-4883 4e. e-Mail
. Full name of national or international labor organ rganization) Service Employees International Union	ization of which it is an affiliate or constituent unit (to	be filled in when charge is filed by a labor
DECLARATION	d that the statements are true to the best of my	Tel. No. (702)968-8087
By: MM Water	Paul D. Cotsonis, Attorney	Office, If any, Cell No. (702)337-8097
(signature of representative or person making ch		Fax No. (702)968-8088
Address: 4270 S. Decatur Blvd., Suite A-9, Las V 89103	/egas. NV Date: June 9, 2021	e-Mall pcotsonis@theurbanlawfirm.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	28-CA-278417	Date Filed June 10, 2021

INSTRUCTIONS:

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129 c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health care	
2. Basis of the Charge (set forth a clear and concise state Within the six months preceding the filing of this crestrained, and coerced employees in the exercise of regard to hire, tenure or other terms and conditions terminating (b) (6), (b) (7)(C) in retaliation for testing the above and other acts, the Employer has integrated the NLRA. 3. Full name of party filing charge (if labor organization, g.	charge, the Employer by its officers, agents, and of their Section 7 rights under the Act and has a softheir employment because of their Union and ifying in a Board proceeding and for other acts erfered with, restrained and coerced employees	d supervisors, has interfered with, discriminated against employees in nd other concerted activities by protected by Section 7.
Culinary Workers Union, Local 226 4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street Las Vegas, NV 89102	3)	4b. Tel. No. (702) 386-5107 4c. Cell No. 4d. Fax No. (702) 386-9848 4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit (to be filled	•
I declare that I have read the abo	ARATION ove charge and that the statements ony knowledge and belief.	Tel. No. (415) 597-7200
118	Luke Dowling, Attorney	Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (415) 597-7201
Address 595 Market Street, Suite 800 San Francisco, CA 94105 Date 6/8/2021		e-mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

^{Case}28-CA-280746

Date Filed July 30, 2021

FORM EXEMPT UNDER 44 U.S.C 3512

is I RUC HONS: ile an original with NLRB Regional Director for the region in which	the alleged unfair labor practice occurred or is occ AGAINST WHOM CHARGE IS BROUGHT	-
a. Name of Employer	b. Tel. No. (864) 699-1129	
Valley Hospital Medical Center Inc. d/b/a Valley Hospital Medical Center		c. Cell No.
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	f. Fax No. (864) 699-1101 g. e-Mail tkeim@fordharrison.com h. Number of workers employed ~100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health Care	1
k. The above-named employer has engaged in and is engagin subsections) (3), and (4)		section 8(a), subsections (1) and (list _abor Relations Act, and these unfair labor
practices are practices affecting commerce within the mean within the meaning of the Act and the Postal Reorganizatio	ning of the Act, or these unfair labor practices are	
exercise of their Section 7 rights and discriminate supervision of work; and (2) issuing disciplinate participation in NLRB proceedings, or in order by the above and other acts the Employer has in Section 7 rights under the National Labor Relation	oline because of union or protected r to discourage such activities. terfered with, restrained, and coerced e	concerted activity or because of
3. Full name of party filing charge (if labor organization, give (b) (6), (b) (7)(C)	full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.
(b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)
		(b) (6), (b) (7)(C)
Full name of national or international labor organization of organization)	which it is an affiliate or constituent unit <i>(to be fill</i>	ed in when charge is filed by a labor
6. DECLARATION 1 declare that I have read the above charge and that the statement		Tel. No.
$_{\text{By}}$ (b) (6), (b) (7)(C) $_{\text{arge}}$	(b) (6), (b) (7)(C) an Individual (Print/type name and title or office, if any)	Office, if any, Cell No. See 4c. Fax No.
See 4a.	07-30-21	e-Mail See 4e.
Address	(date)	WILL CORE TITLE 48 GEOTION (CCC)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-283074	February 7, 2022	

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center (864)699-1129 c. Cell No. d. Address (street, city, state ZIP code) e. Employer Representative f. Fax No. Thomas H. Keim Jr., Esq. (864)699-1101 620 Shadow Lane g. e-Mail Las Vegas, NV 89106 tkeim@fordharrison.com h. Dispute Location (City and State) Las Vegas, NV i. Type of Establishment (factory, nursing home, j. Principal Product or Service k. Number of workers at dispute location Hospital/Medical Center Medical Services/Healthcare 602 I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act and discriminated against its employees because of their union activities by permitting offduty employees to solicit for decertification of the Union during working time while maintaining a policy prohibiting solicitation during working time. Within the past six-months, the Employer has failed to bargain collectively and in good faith with the Union and discriminated against its employees because of their union activities by unilaterally changing the terms and conditions of employment regarding Union access to the Employer's facility. Within the past six-months, the Employer has failed to bargain collectively and in good faith with the Union by undermining the Union as the collective-bargaining representative. By these and other acts, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Service Employees International Union, Local 1107 4a. Address (street and number, city, state, and ZIP code) 4b. Tel. No. (702)920-5900 4c. Cell No. 2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102-4456 4d. Fax No. (702)386-4883 4e. e-Mail 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union 6. DECLARATION Tel. No. I declare that I have read the above charge and that the statements are true to the best of (702) 255-1718 my knowledge and belief. Office, if any, Cell No. Evan I - James Evan L. James, Attorney Print Name and Title (signature of representative or person making charge) Fax No. (702) 255-0871Address: 7440 W Sahara Ave., Las Date: elj@cjmlv.com 02/07/2022 Vegas, NV 89117

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-283074	Date Filed September 15, 2021

NSTRUCTIONS:

	EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (702) 388-4000
		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
620 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim, Esq.	tkeim@fordharrison.com
		h. Number of workers employed 602
i. Type of Establishment (factory, mine, wholesaler, Hospital / Medical Center	etc.) J. Identify principal product or service Medical Services / Healthcare	
(list subsections) $8(a)2; 8(a)3; 8(a)(5)$ practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization A	e meaning of the Act, or these unfair labor practices are pr	bor Relations Act, and these unfair labor ractices affecting commerce within the
COVID-19 while allowing off duty emplo charging party as the collective bargaining	denied the Union its contractual right to access oyees access to the premises to solicit employee g representative of employees of the bargaining on, give full name, including local name and number)	support for decertification of the
4a. Address (Street and number, city, state, and ZIP code) 2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102		4b, Tel. No. (702) 920-5900
		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organiz Service Employees International Union, Local	alion of which it is an affiliate or constituent unit (to be filled	I d in when charge is filed by a labor organization)
I peclare that I have read the	ECLARATION above charge and that the statements	Tel. No. (702) 968-8087
and late	of my knowledge and bellef. Paul D. Cotsonis	Office, if any, Cell No. (702) 337-8097
(signature of representative or person making charge	(Print/type name and title or office, if any)	Fax No. (702) 968-8088
The Urban Law Firm Address 4270 S. Decatur Blvd., Stc. A-9, Las	Vegas, NV 89103 Date 09/15/2021	e-mail pcotsonis@theurbanlawfirm.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

INSTRUCTIONS:

AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
28-CA-283651	February 7, 2022		

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.			
	EMPLOYER AGAINST WHOM CHARGE IS BROUG		
a. Name of Employer		b. Tel. No.	
Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		(864)699-1129	
		c. Cell No.	
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.	
620 Shadow Lane	Thomas H. Keim Jr., Esq.	(864)699-1101	
Las Vegas, NV 89106	Thomas H. Roini Gr., 23q.	g. e-Mail	
Las vegas, inv 69106		tkeim@fordharrison.com	
		h. Dispute Location (City and State)	
		Las Vegas, NV	
i. Type of Establishment (factory, nursing home,	j. Principal Product or Service	k. Number of workers at dispute location	
hotel)			
Hospital/Medical Center	Medical Services/Healthcare	602	
I. The above-named employer has engaged in and	I is engaging in unfair labor practices within the mean	ning of section 8(a), subsections (1), (3), and	
	unfair labor practices are practices affecting comme		
	commerce within the meaning of the Act and the Po		
	se statement of the facts constituting the alleged unfa		
Within the past six-months, the Employe	er has interfered with, restrained, and coerce	d its employees in the exercise of rights	
protected by Section 7 of the Act and fai	led to bargain collectively and in good faith v	vith the Union by soliciting the	
	employees to sign decertification cards being		
decertification of the officing of	simple year to sight according attent cards being	g circulated.	
Within the past six-months, the Employe	er has interfered with, restrained, and coerce	d its employees in the exercise of rights	
	scriminated against its employees because of		
	the Union during working time, while mainta		
	the Union during working time, while mainta	lining a policy prohibiting solicitation	
during working time.			
Within the past six menths, the Employe	er has failed to bargain collectively and in goo	ad faith with the Union by unlawfully	
		od faith with the Offich by unlawfully	
withdrawing recognition from the Union for the RN Unit at the Employer's facility.			
By these and other acts, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights			
protected by Section 7 of the Act.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
Service Employees International Union, Local 1107			
4a. Address (street and number, city, state, and ZI		4b. Tel. No.	
4a. Address (street and number, city, state, and Zi	P code)		
		(702)920-5900	
2250 South Rancho Drive, Suite 165		4c. Cell No.	
Las Vegas, NV 89102-4456			
3,		4d. Fax No.	
		(702)386-4883	
		4e. e-Mail	
5. Full name of national or international labor area	nization of which it is an affiliate or constituent unit (+	he filled in when charge is filed by a labor	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor			
organization)			
Service Employees International Union			
6. DECLARATION		Tel. No.	
	nd that the statements are true to the best of	(702) 255-1718	
my knowledge and belief.			
		Office, if any, Cell No.	
By: Evan I- James	Evan L. James, Attorney		
(signature of representative or person making c		Fax No.	
(Signature of representative of person making of	naige, i illitivame allu fille	(702) 255-0871	
		· · ·	
Address:7440 W Sahara Ave., Las	s Vegas Date: 02/07/2022	e-Mail	
Nevada, 89117		elj@cjmlv.com	
		1	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-283651	Date Filed 9/28/2021

INSTRUCTIONS:

a. Name of Employer	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (702) 388-4000
		c. Celi No.
		f, Fax, No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
620 Shadow Lane	Thomas H. Keim, Esq.	tkeim@fordharrison.com
Las Vegas, NV 89106		h. Number of workers employed 602
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital / Medical Center	j. Identify principal product or service Medical Services / Healthcare	
The above-named employer has engaged in and is engaged (list subsections) 8(a)1; 2; 5 practices are practices affecting commerce within the me	of the National Lat	por Relations Act, and these unfair labor
meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state)		
for the Drop Cards ("Solicitors"), see 28-CA-283074 Charge previously (3) the Employer has allowed these Solicitors to approach bargaining ur (4) the Employer has specifically directed bargaining unit employees to (5) the Employer has been urging employees to sign the Drop Cards. 3. Full name of party filing charge (if labor organization of	nit employees who were on-the-clock, such as during huddles to sig-	n the Drop Cards; re "pitched" into signing the Drop Cards; and
Service Employees International Union, Local 119	ive full name, including local name and number) 07	
Service Employees International Union, Local 116 4a. Address (Street and number, city, state, and ZIP cod	07	4b. Tel. No. (702) 920-5900
Service Employees International Union, Local 11	07	
4a. Address (Street and number, city, state, and ZIP cod 2250 South Rancho Drive, Suite 165	07	(702) 920-5900
4a. Address (Street and number, city, state, and ZIP cod 2250 South Rancho Drive, Suite 165	07	(702) 920-5900 4c, Cell No.
4a. Address (Street and number, city, state, and ZIP cod 2250 South Rancho Drive, Suite 165	07 le) n of which it is an affiliate or constituent unit (to be fille)	(702) 920-5900 4c, Cell No. 4d. Fax No. 4e. e-mail
Service Employees International Union, Local 116 4a. Address (Street and number, city, state, and ZIP code 2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102 5. Full name of national or international labor organization Service Employees International Union, Local 110 6. DECL I deplare that I have read the abo	n of which it is an affiliate or constituent unit (to be filled)? ARATION we charge and that the statements	(702) 920-5900 4c, Cell No. 4d. Fax No. 4e. e-mail
Service Employees International Union, Local 116 4a. Address (Street and number, city, state, and ZIP code 2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102 5. Full name of national or international labor organization Service Employees International Union, Local 110 6. DECL I deplare that I have read the abo	n of which it is an affiliate or constituent unit <i>(to be filled</i>) ARATION	(702) 920-5900 4c, Cell No. 4d. Fax No. 4e. e-mail d in when charge is filed by a labor organization) Tel. No.
Service Employees International Union, Local 116 4a. Address (Street and number, city, state, and ZIP code 2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102 5. Full name of national or international labor organization Service Employees International Union, Local 110 6. DECL I declare that I have read the abo	n of which it is an affiliate or constituent unit (to be filled)? ARATION over charge and that the statements may knowledge and belief.	(702) 920-5900 4c. Cell No. 4d. Fax No. 4e. e-mail d in when charge is filed by a labor organization) Tel. No. (702) 968-8087 Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-288293	12/29/2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur OYER AGAINST WHOM CHARGE IS BROUGHT	ring.
a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H, Keim, Jr. Esq.	g. e-mail tkeim@fordharrison.com
230 7 600,111 00 200		h. Number of workers employed 602
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital/Medical Center	j. Identify principal product or service Medical Services/Healthcare	
(list subsections) 8(a)1; 8(a)5 practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state)	aning of the Act, or these unfair labor practices are pract	
employees in the exercise of rights prote	ive full name, including local name and number)	increases to bargaining
4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No. (702) 920-5900
2250 South Rancho Drive, Suite 165 Las Vegas, NV 89102		4c, Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization Service Employees International Union, Local 11		when charge is filed by a labor organization)
I declare that I have read the about	ARATION ve charge and that the statements	Tel. No. (702) 968-8087
are true to the best of my knowledge and belief. Paul D. Cotsonis		Office, if any, Cell No. (702) 337-8097
(signature of representation or person making charge)	(Print/type name and title or office, if any)	Fax No. (702) 968-8088
The Urban Law Firm Address 4270 S. Decatur Blvd., Ste. A-9, Las Veg	as, NV 89103 Date December 29, 2021	e-mail pcotsonis@theurbanlawfirm.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE		
Case Date Filed		
28-CA-291529	2/28/2022	

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center, Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129	
lane, respirations as a sure way a rane, respiration as a sure		c. Cell No.	
d. Address (<i>Street, city, state, and ZIP code</i>) 620 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	f. Fax No. g. e-mail tkeim@fordharrison.com h. Number of Workers Employed	
i. Type of Establishment (factory, mine,	j. Identify Principal Product or Service	50	
wholesaler, etc.) Hospital	Healthcare		
The above-named employer has engaged in an Labor Relations Act, and these unfair labor practical are practices affecting commerce within the mean commerce.	d is engaging in unfair labor practices within the modes are practices affecting commerce within the modes are practices affecting commerce within the modes are practiced and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and cond	ise statement of the facts constituting the alleged	• •	
	e above-named employer has interfe		
employees in the exercise of their	Section 7 rights by its actions, include	ling, but not limited to the following:	
	ge those activities. Boove-named employer has interfered rights under Section 7 of the Nationa		
3. Full name of party filing charge (if labor organize (b) (6), (b) (7)(C), an individual	zation, give full name, including local name and nu	imber)	
4a. Address (Street and number, city, state, and 2 (b) (6), (b) (7)(C)	ZIP code)	4b. Tel. No.	
(b) (b), (b) (1)(b)		4c. Cell No. (b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-mail (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A			
	LARATION and that the statements are true to the best of my ge and belief.	Tel. No.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C), an individual	Office, if any, Cell No. (b) (6), (b) (7)(C)	
·	harge) (Print/type name and title or office, if any)	Fax No.	
Address: (b) (6), (b) (7)(C)	Date: 2/22/2012	e-mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) $PRIVACY\ ACT\ STATEMENT$

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

i. Type of Establishment (factory, mine,

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE Date Filed Case 28-CA-295997 June 9, 2022

110

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. Valley Hospital Medical Center (702)388-7841 c. Cell No. d. Address (Street, city, state, and ZIP code) e. Employer Representative f. Fax No. (b) (6), (b) (7)(C) 620 Shadow Lane, Las Vegas, NV 89106 g. e-mail (b) (6), (b) (7)(C) @uhsinc.com h. Number of Workers Employed

wholesaler, etc.) Hospital Healthcare I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair

j. Identify Principal Product or Service

labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment.

3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) Culinary Workers Union Local 226 a/w UNITE HERE International			
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.	
1630 South Commerce Street, Las Vegas, N'	V 89102-2700		
		4c. Cell No. (b) (6), (b) (7)(C)	
		4d. Fax No.	
		(702)384-0845	
		4e. e-mail	
		dwoolman@culinaryunion226.org	
5. Full name of national or international labor organization of	of which it is an affiliate or constituent unit (t	o be filled in when charge is filed by a labor	
organization)			
UNITE HERE International Union			
6. DECLARATION		Tel. No.	
I declare that I have read the above charge and that th knowledge and be	•	(415) 597-7200	
1/- 1.1		Office, if any, Cell No.	
K Win	Kimberley C. Weber, Attorney	(617) 780-9055	
(signature of representative or person making charge)	(Print/type name and title or office, if	Fax No.	
	any)	(415) 597-7201	
Address: McCracken, Stemerman &	Date:	e-mail	
Holsberry, LLP	6/9/2022	kweber@msh.law	
475 14th Street, Suite 1200	0/0/2022		
Oakland, CA 94612			
- Califaria, OA 37012	_		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment to Unfair Labor Practice Charge

Basis of the Charge:

During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to:

- Telling employees that the Union is the reason for conflict and separating employees from the Employer at the workplace;
- Telling employees that the Union and employees' union activities are the reason for the Employer's point system;
- Telling employees that the Union and employees' union activities are the reason for the length of breaks;
- Telling employees that there will be less conflict at work, an improved point system, and improved break times if employees decertify the Union;
- Promising wage increases to employees if they decertify the Union;
- Promising alternative retirement plans to employees if they decertify the Union;
- Promising employer-paid education to employees if they decertify the Union;
- Promising alternative health insurance if employees decertify the Union;
- Encouraging employees to report or identify pro-union solicitors and threatening pro-union workers with harassment complaints;
- Interrogating employees about their union activities;
- Telling employees that their working conditions and the CBA are in limbo because of the Union;
- Telling employees that everything is at square one because of the Union and employees' union activities;
- Telling employees that they will not receive a pay raise because of the Union and employees' union activities;

- Telling employees that there will be more flexibility with working conditions if they decertify the Union:
- Threatening employees with unspecified reprisals;
- Creating the impression that employees' union and protected concerted activities are under surveillance;
- Inviting employees to guit their employment;
- Promulgating and enforcing a rule that prohibits employees from engaging in protected concerted activities;
- Telling employees that they need to stop spreading rumors;
- Telling employees that the Employer wants to work directly with employees instead of through the Union;
- Encouraging employees to deal directly with the Employer;
- Telling employees that the Employer had to discharge an employee because of the Union;
- Holding employees captive during huddle meetings, smaller group meetings, and one-on-one meetings so the Employer can engage in conduct that coerces, interferes with, and restrains employees in their Section 7 rights; and
- Telling employees that captive meetings will continue until the situation is over.

During the past six months, the above-named employer has refused to bargain collectively with the representatives of its employees, by its actions, including, but not limited to: bypassing the Union and dealing directly with its employees in the unit and engaging in conduct designed to undermine employee support for, or cause their disaffection with, the Union.

By these and related acts, the above-named employer has violated the National Labor Relations Act.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-295997	May 16, 2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	Tillig.	
a. Name of Employer VALLEY HOSPTIAL		(b) (6), (b) (7)(C)	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 620 Shadow Lane Las Vegas, NV 89106	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @uhsinc.com	
		h. Number of workers employed 110	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare		
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and	
(list subsections) 8(a)(1) and (a)(5)		Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea		·	
meaning of the Act and the Postal Reorganization Act.	ariling of the Act, of these unial labor practices are prac	dices affecting commerce within the	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pr	ractices)	
Within the last 6 months, the Employer has violated the act by interfering with employees' rights, including engaging in conduct designed to undermine employee support for, or cause their disaffection with, the union			
3. Full name of party filing charge (if labor organization, gangle Culinary Workers Union Local 226	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code 1630 South Commerce Street	9)	4b. Tel. No. 702-385-2131	
Las Vegas, NV 89102		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail	
5. Full name of national or international labor organization UNITE HERE International Union	of which it is an affiliate or constituent unit (to be filled in	h when charge is filed by a labor organization)	
e DECL	ARATION	Tel. No.	
I declare that I have read the abo	ve charge and that the statements	(415) 597-7200	
are true to the best of m	ny knowledge and belief. Kimberley C. Weber, Attorney	Office, if any, Cell No. (617) 780-9055	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (415) 597-7201	
McCracken, Stemerman & Holsberry, LL	P	e-mail	
Address 475 14th Street, Suie 1200 Oakland, CA	94612 Date 5/16/2022	kweber@msh.law	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

 DO NOT WRITE IN THIS SPACE

 Case
 Date Filed

 28-CA-298245
 June 24, 2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Valley Hospital Medical Center		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (<i>Street, city, state, and ZIP code</i>) 620 Shadow Lane, Las Vegas, NV	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
89106		g. e-mail (b) (6), (b) (7)(C) @uhsinc.com
		h. Number of Workers Employed
i. Type of Establishment (factory, mine,	j. Identify Principal Product or Service	110
wholesaler, etc.)	j. Identily Plincipal Ploduct of Service	
Hospital	Healthcare	
Ποσριίαι	ricaltricale	
	d is engaging in unfair labor practices within the mea	
	or practices are practices affecting commerce within	
2. Basis of the Charge (set forth a clear and concis	the meaning of the Act and the Postal Reorganizations se statement of the facts constituting the alleged unf	fair labor practices)
See Attachment.	gg	
See Hudenment.		
3. Full name of party filing charge (if labor organiza	ation, give full name, including local name and numb	per)
Culinary Workers Union Local 226 a/w	UNITE HERE International	
4a. Address (Street and number, city, state, and Z		4b. Tel. No.
1630 South Commerce Street, Las Ve	gas, NV 89102-2700	
		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		(702)384-0845
		4e. e-mail
5. Full name of national or international labor orga	nization of which it is an affiliate or constituent unit (t	dwoolman@culinaryunion226.org
organization)	The attorner which it is an armiate of constituent unit (t	o be filled in when charge is filled by a labor
organization)		
UNITE HERE International Union		
6. DECL		Tel. No.
	nd that the statements are true to the best of my e and belief.	(415) 597-7200
1/- 111		Office, if any, Cell No.
nou	Kimberley C. Weber, Attorney	(617)780-9055
(signature of representative or person making c	harge) (Print/type name and title or office, if any)	Fax No. (415) 597-7201
Address: McCracken, Stemerman &		e-mail
Holsberry, LLP	•	kweber@msh.law
475 14th Street, Suite 120	00	
Oakland, CA 94612	.~	
		1

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment to Unfair Labor Practice Charge

Basis of the Charge:

During the past six months, the above-named employer has interfered with, restrained, and coerced employees in the exercise of their rights under Section 7 of the National Labor Relations Act, by its actions, including, but not limited to:

Undermining the collective-bargaining agreement, grievance procedure, and the Union by telling employees that the Employer, and not the Union, is the reason for employees' grievance settlements;

Posting flyers around its facility that promise employees improved benefits and working conditions if employees decertify the Union; and

By posting flyers around its facility, the Employer threatened employees that employees will have less success if they do not decertify the Union.

By these and related acts, the above-named employer has violated the National Labor Relations Act.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	28-CA-298680	June 29 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	ing.	
a. Name of Employer Valley Hospital Medical Center		(b) (6), (b) (7)(C)	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative		
620 Shadow Lane Las Vegas, NV 89106	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @ uhsinc.com	
		h. Number of workers employed 110	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	n 8(a), subsections (1) and	
(list subsections) $8(a)(5)$	of the National Labor F	Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practi	ces affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	ctices)	
Within the last 6 months, the Employer violated the Act by offering more than ministerial assistance in a union decertification campaign. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Culinary Workers Union Local 226 a/w UNITE HERE International			
4a. Address (Street and number, city, state, and ZIP code 1630 South Commerce Street	9)	4b. Tel. No.	
Las Vegas, NV 89102-2700		4c. Cell No. 702-290-9542	
		4d. Fax No. 702-384-0845	
		4e. e-mail dwoolman@culinaryunion226.org	
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)	
UNITE HERE International Union			
6 DECL	ARATION	Tel. No.	
I declare that I have read the abo	ve charge and that the statements	(415) 597-7200	
are true to the best of m	ny knowledge and belief. Kimberley C. Weber, Attorney	Office, if any, Cell No. (617) 780-9055	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (415) 597-7201	
McCracken, Stemerman & Holsberry,LL Address 475 14th Street, Suite 1200 Oakland, C		e-mail kweber@msh.law	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
	Date Filed	
28-CA-299926	July 21, 2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		curring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
620 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	tkeim@fordharrison.com
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health care	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and
(list subsections) (3)	of the National Lab	oor Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pr	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)
See Attachment A		
3. Full name of party filing charge (if labor organization, g	ive full name including local name and number)	
Culinary Workers Union, Local 226	ive rail hame, including local hame and hambery	
4a. Address (Street and number, city, state, and ZIP code		4b. Tel. No.
1630 S. Commerce Street	*/	(702) 386-5107
Las Vegas, NV 89102		4c. Cell No.
		io. Com rec.
		4d. Fax No.
		(702) 386-9848
		4e. e-mail
		ldowling@msh.law
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be fille	d in when charge is filed by a labor organization
UNITE HERE International Union		
6. DECL	ARATION	Tel. No.
	ve charge and that the statements	(415) 597-7200
are true to the best of h	ny knowledge and belief. Luke Dowling, Attorney	Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (415) 597-7201
McCracken, Stemerman & Holsberry, LI	_P	
Address 475 14th Street, Suite 1200, Oakland, CA	07/21/2022	e-mail Idowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

ATTACHMENT A

Within the six months preceding the filing of this charge, the Employer by its officers, agents, and supervisors, has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights under the Act and has discriminated against employees in regard to hire, tenure or other terms and conditions of their employment because of their Union and other concerted activities by changing the schedules, both days off and hours, of active Union committee members. Union committee members have also been targeted for discipline and have had their work performance subjected to closer scrutiny. Additionally, committee members have been surveilled by management during their lunch period.

By the above and other acts, the Employer has interfered with, restrained and coerced employees in the exercise of their Section 7 rights under the NLRA.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-300279	July 21, 2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		curring.	
	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Valley Hospital Medical Center Inc. d/b/a Valley Hospital Medical Center		b. Tel. No. (864) 699-1129	
		c. Cell No.	
		f. Fax. No. (864) 699-1101	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail	
620 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC 29306	tkeim@fordharrison.com	
		h. Number of workers employed 100	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Health care		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and	
(list subsections) (3)	of the National Lab	or Relations Act, and these unfair labor	
practices are practices affecting commerce within the me meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are pr	actices affecting commerce within the	
Within the six months preceding the filing of this restrained, and coerced employees in the exercise regard to hire, tenure or other terms and conditions terminating (b) (6), (b) (7)(C) in retaliation for U.By the above and other acts, the Employer has into under the NLRA.	of their Section 7 rights under the Act and has a softheir employment because of their Union and Inion activity and for other acts protected by Se	discriminated against employees in nd other concerted activities by ction 7.	
3. Full name of party filing charge (if labor organization, g Culinary Workers Union, Local 226	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No.			
1630 S. Commerce Street Las Vegas, NV 89102 (702) 386-5107 4c. Cell No.		(702) 386-5107	
		4c. Cell No.	
		4d. Fax No. (702) 386-9848	
		4e. e-mail ldowling@msh.law	
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization)	
UNITE HERE International Union			
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (415) 597-7200	
are true to the best of h	ny knowledge and belief. Luke Dowling, Attorney	Office, if any, Cell No. (818) 317-7961	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (415) 597-7201	
475 14th Street, Suite 1200 Oakland, CA	94612 Date 07/21/2022	e-mail ldowling@msh.law	
L			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

Case 28-CA-304759

DO NOT WRITE IN THIS SPACE Date Filed September 29, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurr	ing.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d Address (Street eity etate and 7ID eads)	e. Employer Representative	f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 629 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanberg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	n 8(a), subsections (1) and
(list subsections) (3)	of the National Labor F	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practi	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		-
2. Basis of the Charge (set forth a clear and concise state Within the past six months, the above-named Emprights protected under Section 7 of the Act by, amo activities and in order to interfere with such activities	loyer has interfered with, restrained, and coerced in ong other things: terminating (b) (6), (b) (7)(C) beca	ts employees in the exercise of their use of union sympathies or
By the above and other acts, the Employer has inte under the National Labor Relations Act.	erfered with, restrained, and coerced employees in	the exercise of their Section 7 rights
3. Full name of party filing charge (if labor organization, g. Culinary Workers Union Local 226	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street Las Vegas, NV 89102	e)	4b. Tel. No. (702) 386-5107
Lus vegus, ivv 07102		4c. Cell No. (818) 317-7961
4d. Fax No. (702) 386-8948		
		4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (415) 597-7200
are true to the best of the	Luke Dowling, Attorney	Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (415) 597-7201
McCracken, Stemerman & Holsberry, LL Address 475 14th Street, Suite 1200 Oakland, CA		e-mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-305404	October 11, 2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. (864) 699-1101
629 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanberg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sectio	n 8(a), subsections (1) and
(list subsections) (5)	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pract	ices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state Within the past six months, the above-named Emp banning Union representative (b) (6), (b) (7)(C) and oth collective-bargaining agreement, frustrating emplo	loyer has unilaterally and materially changed term ner Union representatives from its property despite	ns and conditions of employment by e the access provisions in the parties'
By the above and other acts, the Employer has inte	erfered with, restrained, and coerced employees in	the exercise of their Section 7 rights
under the National Labor Relations Act.		_
3. Full name of party filing charge (if labor organization, g. Culinary Workers Union Local 226	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102		4b. Tel. No. (702) 386-5107
		4c. Cell No. (818) 317-7961
		4d. Fax No. (702) 386-8948
		de. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit <i>(to be filled in</i>	when charge is filed by a labor organization)
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Luke Dowling, Attorney		Tel. No. (415) 597-7200
		Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (415) 597-7201
McCracken, Stemerman & Holsberry LL. Address 475 14th Street, Suite 1200 Oakland, CA		e-mail ldowling@msh.law
1		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	28-CA-305408	October 11, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	ng.
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. (864) 699-1101
629 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanberg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (3)		telations Act, and these unfair labor
, <-/	aning of the Act, or these unfair labor practices are practic	,
meaning of the Act and the Postal Reorganization Act.	aring of the Act, of these diffall labor practices are practic	es affecting commerce within the
2. Basis of the Charge (set forth a clear and concise state Within the past six months, the above-named Emprights protected under Section 7 of the Act by, amortabricated work rules against because of bound	ement of the facts constituting the alleged unfair labor practions and coerced it ong other things: subjecting (b) (6), (b) to closer and sympathies or activities and in order to interfer	s employees in the exercise of their supervision and enforcing with such activities.
By the above and other acts, the Employer has inte under the National Labor Relations Act.	erfered with, restrained, and coerced employees in t	he exercise of their Section 7 rights
3. Full name of party filing charge (if labor organization, g Culinary Workers Union Local 226	ive full name, including local name and number)	
Las Vegas, NV 89102		4b. Tel. No. (702) 386-5107
		4c. Cell No. (818) 317-7961
		4d. Fax No. (702) 386-8948
		4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union		
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (415) 597-7200
are true to the best of my knowledge and belief. Luke Dowling, Attorney		Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (415) 597-7201
McCracken, Stemerman & Holsberry LLP Address 475 14th Street, Suite 1200 Oakland, CA 94612 Date 10/10/2022		e-mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	28-CA-306818	October 31, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	ıg.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
		f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 629 Shadow Lane Las Vegas, NV 89106	e. Employer Representative Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanberg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (5)	of the National Labor Re	elations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practice	es affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state Within the past six months, the above-named Emp in policies without bargaining with the Union.	ement of the facts constituting the alleged unfair labor pract loyer has unilaterally changed terms and conditions	tices) of employment by altering its call-
By the above and other acts, the Employer has inte under the National Labor Relations Act.	erfered with, restrained, and coerced employees in the	ne exercise of their Section 7 rights
3. Full name of party filing charge (if labor organization, g. Culinary Workers Union Local 226	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102 4b. Tel. No. (702) 386-5107 4c. Cell No. (818) 317-7961 4d. Fax No. (702) 386-8948		
		4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit <i>(to be filled in w</i>	rhen charge is filed by a labor organization)
I declare that have read the abo	ARATION ve charge and that the statements	Tel. No. (415) 597-7200
are/true to the best of my knowledge and belief. Luke Dowling, Attorney		Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (415) 597-7201
McCracken, Stemerman & Holsberry LL. Address 475 14th Street, Suite 1200, Oakland, CA		e-mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
	Date Filed	
28-CA-306941	October 31, 2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is oc	curring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. (864) 699-1101
629 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanberg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical Care	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and
(list subsections) (3)		oor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act. or these unfair labor practices are pr	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		9
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	nractices)
Within the past six months, the above-named Emp	loyer has interfered with, restrained, and coerc	ed its employees in the exercise of their
rights protected under Section 7 of the Act, by amo		g to (b) (6), (b) (7)(C) because of union
sympathies or activities and in order to interfere w	ith such activities.	
Duth a chara and other cate the Francisco has into	urfamed with masturined and accurate annularious	in the enemies of their Coeties 7 sights
By the above and other acts, the Employer has inte under the National Labor Relations Act.	eriered with, restrained, and coerced employees	in the exercise of their Section / rights
under the National Labor Relations Act.		
3. Full name of party filing charge (if labor organization, g Culinary Workers Union Local 226	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102		4b. Tel. No. (702) 386-5107
		4c. Cell No. (818) 317-7961
		4d. Fax No. (702) 386-8948
		de. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit (to be fille	d in when charge is filed by a labor organization)
6. DECLARATION I declare that have read the above charge and that the statements are true to the best of my knowledge and belief. Luke Dowling, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No. (415) 597-7200
		Office, if any, Cell No. (818) 317-7961
		Fax No. (415) 597-7201
McCracken, Stemerman & Holsberry LLP Address 475 14th Street, Suite 1200, Oakland, CA 94612 Date 10/31/2022		e-mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	28-CA-307711	November 17, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d Address (Street city state and 7/P code)	e. Employer Representative	f. Fax. No. (864) 699-1101
d. Address (Street, city, state, and ZIP code) 629 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim Jr. 100 Dunbar Street, Suite 300 Spartanberg, SC 29306	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and
(list subsections) (3)		Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pract	tices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		S .
2 Rasis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pr	actices)
Within the past six months the above-named Empl rights protected under Section 7 of the Act, by and activities and in order to interfere with such activit	ong other things: terminating (b) (6), (b) (7) pecau ies.	se of (b) union sympathies or
By the above and other acts, the Employer has inte under the National Labor Relations Act.	erfered with, restrained, and coerced employees in	the exercise of their Section 7 rights
3. Full name of party filing charge (if labor organization, g Culinary Workers Union Local 226	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102 4b. Tel. No. (702) 386-5107 4c. Cell No. (818) 317-7961 4d. Fax No. (702) 386-8948		
		de. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit <i>(to be filled ir</i>	ı when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (415) 597-7200
are true to the best of my knowledge and belief. Luke Dowling, Attorney		Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (415) 597-7201
McCracken, Stemerman & Holsberry, LI Address 475 14th Street, Suite 1200, Oakland, CA		e-mail ldowling@msh.law
·		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	28-CA-309308	December 16, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. (864) 699-1101
620 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC	g. e-mail tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (5)		Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.	, , , , , , , , , , , , , , , , , , , ,	3
2. Basis of the Charge (set forth a clear and concise state Within the last six months preceding the filing of t of employment by informing Union representative required under Article 5.01(a) of the parties' collect bargaining representative. By these and other acts the above-named Employe	his Charge, the Employer has unilaterally and mate (b) (6), (b) (7)(C) hat could no longer access portion tive bargaining agreement, frustrating employee ac	erially changed terms and conditions ons of the employer's property as ecess to their unit collective-
3. Full name of party filing charge (if labor organization, g Culinary Workers Union, Local 226	ive full name, including local name and number)	
1630 S. Commerce Street Las Vegas, NV 89102 4c. Cell No (818) 317- 4d. Fax No		4b. Tel. No. (702) 386-5107
		4c. Cell No. (818) 317-7961
		4d. Fax No. (702) 386-9848
		4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit <i>(to be filled in</i> u	when charge is filed by a labor organization)
I declare man I have read the abo	ARATION ve charge and that the statements	Tel. No. (415) 597-7200
Luke Dowling, Attorney		Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (415) 597-7201
McCracken, Stemerman & Holsberry, LL Address 475 14th Street, Suite 1200 Oakland, CA		e-mail ldowling@msh.law
		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-310265	January 9, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. (864) 699-1101
620 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC	g. e-mail Tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (3)	of the National Labor R	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		J
2. Basis of the Charge (set forth a clear and concise state Within the last six months preceding the filing of t exercise of their rights protected under Section 7 o receive meal vouchers when working overtime because these and other acts the above-named Employe	his Charge, the Employer has interfered with, restrest the Act by, among other things: telling (b) (6), (b) cause of union sympathies or activities and in our has interfered with, restrained and coerced employer has interfered with, restrained and coerced employer.	rained, and coerced employees in the (7)(C) that would no longer order to interfere with such activities.
3. Full name of party filing charge (if labor organization, g Culinary Workers Union, Local 226		
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102		4b. Tel. No. (702) 386-5107
		4c. Cell No. (818) 317-7961
		4d. Fax No. (702) 386-9848
		4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit <i>(to be filled in</i> t	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (415) 597-7200
are true to the best of my knowledge and belief. Luke Dowling, Attorney		Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (415) 597-7201
McCracken, Stemerman & Holsberry, LLP Address 475 14th Street, Suite 1200 Oakland CA 94611 Date 12/16/2022		e-mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

	DO NOT WRITE
Case	
	28-CA-310265

Do NOT WRITE IN THIS SPACE

CA-310265

Date Filed

January 20, 2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurr	ing.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129
		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. (864) 699-1101
620 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC	g. e-mail Tkeim@fordharrison.com
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care	
The above-named employer has engaged in and is engaged	jing in unfair labor practices within the meaning of section	n 8(a), subsections (1) and
(list subsections) (3)	of the National Labor F	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practi	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state Within the last six months preceding the filing of the exercise of their rights protected under Section 7 or receive meal vouchers when working overtime because these and other acts the above-named Employer	his Charge, the Employer has interfered with, rest f the Act by, among other things: telling (b) (6), (b) ause of union sympathies or activities and in	rained, and coerced employees in the (7)(C) hat would no longer order to interfere with such activities.
3. Full name of party filing charge (if labor organization, gi Culinary Workers Union, Local 226	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 1630 S. Commerce Street Las Vegas, NV 89102	9)	4b. Tel. No. (702) 386-5107
Las vegas, inv 67102		4c. Cell No. (818) 317-7961
4d. Fax No. (702) 386-9848		
		4e. e-mail ldowling@msh.law
5. Full name of national or international labor organization UNITE HERE International Union	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the above	ARATION ve charge and that the statements	Tel. No. (415) 597-7200
are true to trie best of m	ny knowledge and belief. Luke Dowling, Attorney	Office, if any, Cell No. (818) 317-7961
(signature of representative or person making charge) (Print/type name and title or office, if any) Fax No. (415) 597-7201		
McCracken, Stemerman & Holsberry, LL Address 475 14th Street, Suite 1200 Oakland CA 9		e-mail ldowling@msh.law

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
^{Case} 28-CA-310400	Date Filed January 10, 2023	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129	
		c. Cell No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. (864) 699-1101	
620 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC	g. e-mail Tkeim@fordharrison.com	
		h. Number of workers employed 125	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care		
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and	
(list subsections) (5)	of the National Labor R	Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.	, , , , , , , , , , , , , , , , , , , ,	Ç	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months preceding the filing of this Charge, the Employer has unilaterally and materially changed terms and conditions of employment by prohibiting the union from posting information on the union's bulletin board and/or instituting a pre-review process for posting on the union bulletin board.			
By these and other acts the above-named Employe	r has interfered with, restrained and coerced emplo	yees in the exercise of their rights.	
3. Full name of party filing charge (if labor organization, g. Culinary Workers Union, Local 226	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102		4b. Tel. No. (702) 386-5107	
		4c. Cell No. (818) 317-7961	
		4d. Fax No. (702) 386-9848	
4e. e-mail ldowling@ms.			
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit (to be filled in v	vhen charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Luke Dowling, Attorney		Tel. No. (415) 597-7200	
		Office, if any, Cell No. (818) 317-7961	
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (415) 597-7201	
McCracken, Stemerman & Holsberry, LLP Address 475 14th Street, Suite 1200 Oakland CA 94611 Date 01/10/2023		e-mail ldowling@msh.law	
t e e e e e e e e e e e e e e e e e e e			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-310864	January 13, 2023	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurr	ring.	
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129	
		c. Cell No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. (864) 699-1101	
620 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC	g. e-mail Tkeim@fordharrison.com	
		h. Number of workers employed 125	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care		
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	n 8(a), subsections (1) and	
(list subsections) (3) and (5)		Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea		•	
meaning of the Act and the Postal Reorganization Act.	aning of the Act, of these unian labor practices are practi	ocs ancoming commerce within the	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	actices)	
Within the six months preceding the filing of this Charge, the Employer has interfered with, restrained, and coerced employees in the exercise of their rights protected under Section 7 of the Act by, among other things: unilaterally changing (b) (6), (b) (7)(C) bidded station and preventing other employees from helping work tasks because of Union activities and in order to interfere with such activities.			
By these and other acts, the Employer has interfer	red with, restrained, and coerced employees in the	exercise of their rights.	
3. Full name of party filing charge (if labor organization, g Culinary Workers Union, Local 226	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102		4b. Tel. No. (702) 386-5107	
		4c. Cell No. (818) 317-7961	
		4d. Fax No. (702) 386-9848	
		4e. e-mail ldowling@msh.law	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITE HERE International Union			
I declare that I have read the abo	ARATION ove charge and that the statements	Tel. No. (415) 597-7200	
are true to the best of my knowledge and belief. Luke Dowling, Attorney		Office, if any, Cell No. (818) 317-7961	
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (415) 597-7201	
McCracken, Stemerman & Holsberry, LLP Address 475 14th Street, Suite 1200 Oakland CA 94611 Date 01/13/2023		e-mail ldowling@msh.law	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

Case 28-CA-313756

DO NOT WRITE IN THIS SPACE Date Filed 3/2/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.				
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129		
		c. Cell No.		
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. (864) 699-1101		
620 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC	g. e-mail Tkeim@fordharrison.com		
		h. Number of workers employed 125		
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care			
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sect	tion 8(a), subsections (1) and		
(list subsections) (5)	of the National Labo	or Relations Act, and these unfair labor		
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pra	ctices affecting commerce within the		
meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	practices)		
Within the six months preceding the filing of this Ch				
conditions of employment by restricting Union repre				
collective bargaining agreement, frustrating employe				
with, restrained, and coerced its employees in the exe				
surveilling employees as they meet with Union repre	sentatives at that table.			
By the above and other acts, the Employer has interfethe National Labor Relations Act.	ered with, restrained, and coerced employees in the	e exercise of their Section 7 rights under		
3. Full name of party filing charge (if labor organization, go Culinary Workers Union, Local 226	ive full name, including local name and number)			
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102		4b. Tel. No. (702) 386-5107		
		4c. Cell No. (818) 317-7961		
		4d. Fax No. (702) 386-9848		
4e. e-mail ldowling@msh.law				
5. Full name of national or international labor organization UNITE HERE International Union	of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)		
6. DECLARATION Tel. No.				
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		(415) 597-7200		
lete	Luke Dowling, Attorney	Office, if any, Cell No. (818) 317-7961		
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (415) 597-7201		
McCracken, Stemerman & Holsberry, LLP Address 475 14th Street, Suite 1200 Oakland CA 94611 Date 03/02/2023		e-mail ldowling@msh.law		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
28-CA-313768	3/2/2023	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Valley Hospital Medical Center Inc. dba Valley Hospital Medical Center		b. Tel. No. (864) 699-1129	
		c. Cell No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No. (864) 699-1101	
620 Shadow Lane Las Vegas, NV 89106	Thomas H. Keim, Jr. 100 Dunbar Street, Suite 300 Spartanburg, SC	g. e-mail Tkeim@fordharrison.com	
		h. Number of workers employed 125	
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care		
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and	
(list subsections) (5)	of the National Labor R	elations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.	, , , , , , , , , , , , , , , , , , , ,	3	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac-	etices)	
	arge, the above-named Employer has unilaterally and		
conditions of employment by barring Union represer	ntative (b) (6), (b) (7)(C) from its facility in violation of A	rticle 5.01(a) of the parties'	
collective bargaining agreement, frustrating employe	es access to their collective-bargaining representative	e. The Employer also has interfered	
	ercise of their rights protected under Section 7 of the	Act by, among other things:	
surveilling (b) (6), (b) (7)(C) as meets with employees	s.		
the National Labor Relations Act.	ered with, restrained, and coerced employees in the ex-	Reference of their Section / rights under	
3. Full name of party filing charge (if labor organization, g. Culinary Workers Union, Local 226	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code) 1630 S. Commerce Street Las Vegas, NV 89102		4b. Tel. No. (702) 386-5107	
		4c. Cell No. (818) 317-7961	
		4d. Fax No. (702) 386-9848	
		4e. e-mail ldowling@msh.law	
5. Full name of national or international labor organization UNITE HERE International Union	n of which it is an affiliate or constituent unit <i>(to be filled in v</i>	when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Luke Dowling, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No. (415) 597-7200	
		Office, if any, Cell No. (818) 317-7961	
		Fax No. (415) 597-7201	
McCracken, Stemerman & Holsberry, LLP Address 475 14th Street, Suite 1200 Oakland CA 94611 Date 03/02/2023		e-mail ldowling@msh.law	
t e e e e e e e e e e e e e e e e e e e		•	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

04/07/2023 10:43

#930 P.001/001

FORM NLRB-501 UNITED STATES OF AMERICA
(2-18) NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

Case 28-CA-316338 Date Filed April 7, 2023

CHARGE ACAMS: EMPLOTER

INSTRUCTIONS: File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	rring.
Control State Control	LOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer VALLEY HOSPITAL MEDICAL CENTER, INC., d/b/a VALLEY HOSPITAL MEDICAL CENTER		b. Tel. No. 702-383-4000
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
620 Shadow Lane Las Vegas, NV 89106	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
		h. Number of workers employed 2,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute Care Hospital	j. Identify principal product or service Medical Care	
The above-named employer has engaged in and is enga	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and
(list subsections) (3)		Relations Act, and thest unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices affecting	commerce within the meaning of
the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pri	actices)
During the last six months, the above-named Empemployees in the exercise of their Section 7 rights and conditions of employment, by among other ac about 2023 discharging employee of the employee and other acts the Employer has been interfering with entional Labor Relations Act	and has discriminated against employees in regar tions: 1) on about [000,001] 2023 suspending employed of the in retaliation for [000,001] Union and other protected with, restraining and coercing employees in the except	d to their hire, tenure or other terms $e(b)$ (6), (b) (7)(C) and 2) on d concerted activities. By the above
 Full name of party filing charge (if lebor organization, g (b) (6), (b) (7)(C) 	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code (b) (6), (b) (7)(C))	4b. Tel. No. (b) (6), (b) (7)(C)
		4c, Cell No.
		4d. Fax No.
		4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization N/A	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
DECLARATION declare that I have read the above charge and that the statements		Tel. No. See 4b
(b) (6), (b) (7)(C) are true to the best of m	y knowledge and belief. (b) (6), (b) (7)(C) an individual	Office, if any, Cell No.
pr person making charge)	(Print/type name and title or office, if any)	Fax No.
Address See 4a	Date April 7, 2023	e-mail See 4e

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT 1-3292711511